

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

**ACTUAL SALARIES, ALLOWANCES, BONUSES, INCENTIVES AND PER DIEMS BY THE APPOINTEE DIRECTORS AND OFFICERS
For the Fiscal Year 2017**

COMPENSATION FOR OFFICERS														
Position/Title	Job Grade / Job Level	Basic Salary		Benefits		TCF		PBB		No of Officers	Position TCF			
		Min	Max	Min	Max	Min	Max	Min	Max					
ADMINISTRATOR	SG 30	120,836.00	950,219.70			0.00	34,147.20	120,836.00	984,366.90			1	984,366.90	
Deputy Administrator	SG 28	195,376.00	1,039,157.65			0.00	33,075.00	195,376.00	1,072,232.65			2	1,072,232.65	
LIST OF BENEFITS														
Name of Officer	Position	SALARY- Minimum	SALARY- Maximum	Longevity Pay	RATA	PERA	RICE	Discretionary & EME	MYB & YEB	P B B	C.N.A.	PBB & PEI	CLOTHING	GRAND TOTAL
EDGARDO D. ZARAGOZA	Administrator	120,836.00	103,748.14	0.00	16,500.00	2,545.45	0.00	15,101.75	0.00	0.00	0.00	0.00	0.00	137,895.34
ROBERT L. SEARES	Administrator	117,601.00	1,260,010.71	0.00	118,250.00	21,272.73	0.00	119,948.93	240,202.00	0.00	0.00	5,000.00	5,000.00	1,769,684.37
EVERIN F. MOLINA	DASS	99,013.00	152,055.68	0.00	27,000.00	3,000.00	0.00	3,075.00	0.00	0.00	0.00	0.00	0.00	185,130.68
MEL JOHN I. VERZOSA	DAOP	96,363.00	887,101.97	0.00	96,750.00	18,181.82	0.00	117,362.43	101,363.00	0.00	0.00	5,000.00	5,000.00	1,230,759.22
COMPENSATION FOR DIRECTORS														
GOCC Class per EO 24:		264,000.00												
Per Diem for Board Meetings:		240,000.00												
Per Diem for Committee Meetings:		144,000.00												
Name of Director		BOD Meetings Attended	Total BOD Per Diems				Committee Membershi	Committee Meetings	Total Committee	Reimburse-ments	PBI	Grand Total		
EDGARDO D. ZARAGOZA	Vice Chairman	3	30,000.00					3	18,000.00			48,000.00		
ROBERT L. SEARES	Vice Chairman	21	210,000.00					21	126,000.00			336,000.00		
JOSE S. DIÑO		3	30,000.00					3	18,000.00			48,000.00		
DANTE G. CLARAVALL		3	30,000.00					3	18,000.00			48,000.00		
ROGELIO A. ELVEÑA		3	30,000.00					3	18,000.00			48,000.00		
GEOFFREY DG. GACULA		3	30,000.00					3	18,000.00			48,000.00		
PEDRO J. MENDIOLA, JR.		24	240,000.00					22	132,000.00			372,000.00		
RODOLFO F. SALANGA		24	240,000.00					24	144,000.00			384,000.00		
NESTOR C. CASELA		20	200,000.00					20	120,000.00			320,000.00		
WILFREDO C. MARTINEZ		21	210,000.00					20	120,000.00			330,000.00		
TEOFILO R. QUINTAL		21	210,000.00					21	126,000.00			336,000.00		
RASTO A. CASTAÑEDA		1	10,000.00					1	6,000.00			16,000.00		
REIMBURSABLE EXPENSES (if applicable)														
Name of Director	Total	Breakdown												

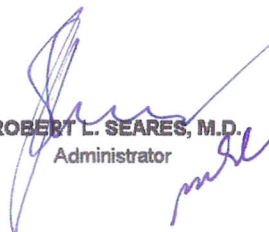
Prepared By:


CARMELITA V. ALBANO
Senior Bookkeeper

CERTIFIED CORRECT:


MILAGROS C. TIW
Chief Accountant

APPROVED:


ROBERT L. SEARES, M.D.
Administrator

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ACTUAL SALARIES, ALLOWANCES, BONUSES, INCENTIVES AND PER DIEMS BY THE APPOINTIVE DIRECTORS AND OFFICERS
For the Fiscal Year 2016

COMPENSATION FOR OFFICERS														
Position/Title	Job Grade / Job Level	Basic Salary		Benefits		TCF		PBB		No of Officers	Position TCF			
		Min	Max	Min	Max	Min	Max	Min	Max					
ADMINISTRATOR	SG 30	78,946.00	950,219.70			0.00	524,538.71	78,946.00	1,474,758.41			1	1,474,758.41	
Deputy Administrator	SG 28	135,368.00	1,624,416.00			0.00	795,768.09	135,368.00	2,420,184.09			2	2,420,184.09	
LIST OF BENEFITS														
Name of Officer	Position	SALARY- Minimum	SALARY- Maximum	Longevity Pay	RATA	PERA	RICE	Discretionary & FME	YEB & CG	PBB	C.N.A.	PEI	CLOTHING	GRAND TOTAL
EDGARDO D. ZARAGOZA	Administrator	78,946.00	960,677.40	0.00	132,000.00	24,000.00	0.00	179,442.69	164,630.00	0.00	14,466.02	5,000.00	5,000.00	1,485,216.11
EVERIN F. MOLINA	Deputy Admin.	67,684.00	822,240.40	0.00	216,000.00	24,000.00	0.00	117,132.61	141,856.00	7,500.00	14,466.02	5,000.00	5,000.00	1,353,195.03
VICENTE D. LASAM	Deputy Admin.	67,684.00	590,610.68	0.00	81,000.00	17,090.91	0.00	71,328.53	68,428.00	7,500.00	14,466.02	0.00	5,000.00	855,424.14
COMPENSATION FOR DIRECTORS														
JOC Class per EO 24:		264,000.00												
Per Diem for Board Meetings:		240,000.00												
Per Diem for Committee Meetings:		144,000.00												
Name of Director		BOD Meetings Attended	Total BOD Per Diems				Committee Membershi	Committee Meetings	Total Committee	Reimburse-ments	PBI	Grand Total		
EDGARDO D. ZARAGOZA	Vice Chairman	19	190,000.00					18	108,000.00			298,000.00		
JOSE S. DIÑO		19	190,000.00					18	108,000.00			298,000.00		
DANTE G. CLARAVALL		19	190,000.00					18	108,000.00			298,000.00		
ROGELIO A. ELVEÑA		19	190,000.00					18	108,000.00			298,000.00		
GEOFFREY DG. GACULA		19	190,000.00					18	108,000.00			298,000.00		
PEDRO J. MENDIOLA, JR.		19	190,000.00					18	108,000.00			298,000.00		
RODOLFO F. SALANGA		18	180,000.00					17	102,000.00			282,000.00		
REIMBURSABLE EXPENSES (if applicable)														
Name of Director	Total	Breakdown												
JOSE S. DIÑO	188,100.00													
DANTE G. CLARAVALL	189,933.33													
ROGELIO A. ELVEÑA	210,630.19													
GEOFFREY DG. GACULA	198,550.00													
PEDRO J. MENDIOLA, JR.	188,100.00													
RODOLFO F. SALANGA	0.00													

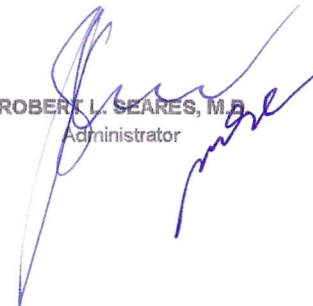
Prepared By:


CARMELITA V. ALBANO
Senior Bookkeeper

CERTIFIED CORRECT:


MILAGROS C. TIW
Chief Accountant

APPROVED:


ROBERT L. SEARES, M.B.
Administrator

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ACTUAL SALARIES, ALLOWANCES, BONUSES, INCENTIVES AND PER DIEMS BY THE APPOINTIVE DIRECTORS AND OFFICERS
For the Fiscal Year 2015

COMPENSATION FOR OFFICERS														
Position/Title	Job Grade / Job Level	Basic Salary		Benefits		TCF		PBB		No of Officers	Position TCF			
		Min	Max	Min	Max	Min	Max	Min	Max					
ADMINISTRATOR	SG 30	78,946.00	950,219.70			0.00	487,442.86	78,946.00	1,437,662.56			1	1,437,662.56	
Deputy Administrator	SG 28	135,368.00	1,624,416.00			0.00	946,060.76	135,368.00	2,570,476.76			2	2,570,476.76	
LIST OF BENEFITS														
Name of Officer	Position	SALARY-Minimum	SALARY-Maximum	Longevity Pay	RATA	PERA	RICE	Discretionary & EME	YEB & CG	PBB	PIB	PEI	CLOTHING	GRAND TOTAL
EDGARDO D. ZARAGOZA	Administrator	78,946.00	957,780.00	0.00	132,000.00	24,000.00	0.00	159,812.86	84,815.00	0.00	2,000.00	79,815.00	5,000.00	1,445,222.86
EVERIN F. MOLINA	Deputy Admin.	67,684.00	821,136.00	0.00	216,000.00	24,000.00	0.00	130,789.00	73,428.00	7,500.00	2,000.00	68,428.00	5,000.00	1,348,281.00
VICENTE D. LASAM	Deputy Admin.	67,684.00	824,928.00	0.00	108,000.00	24,000.00	0.00	130,559.76	73,428.00	7,500.00	2,000.00	68,428.00	5,000.00	1,243,843.76
COMPENSATION FOR DIRECTORS														
JOCC Class per EO 24:		264,000.00												
Per Diem for Board Meetings:		240,000.00												
Per Diem for Committee Meetings:		144,000.00												
Name of Director		BOD Meetings Attended	Total BOD Per Diems				Committee Membershi	Committee Meetings	Total Committee	Reimburse-ments	PBI	Grand Total		
EDGARDO D. ZARAGOZA	Vice Chairman	24	240,000.00					22	132,000.00			372,000.00		
JOSE S. DIÑO		24	240,000.00					24	144,000.00			384,000.00		
DANTE G. CLARAVALL		24	240,000.00					24	144,000.00			384,000.00		
ROGELIO A. ELVEÑA		22	220,000.00					22	132,000.00			352,000.00		
GEOFFREY DG. GACULA		24	240,000.00					24	144,000.00			384,000.00		
PEDRO J. MENDIOLA, JR.		23	230,000.00					23	138,000.00			368,000.00		
RODOLFO F. SALANGA		22	220,000.00					21	126,000.00			348,000.00		
REIMBURSABLE EXPENSES (if applicable)														
Name of Director	Total	Breakdown												
JOSE S. DIÑO	257,664.00													
DANTE G. CLARAVALL	249,626.00													
ROGELIO A. ELVEÑA	215,557.01													
GEOFFREY DG. GACULA	257,664.00													
PEDRO J. MENDIOLA, JR.	247,167.00													
RODOLFO F. SALANGA	31,491.00													

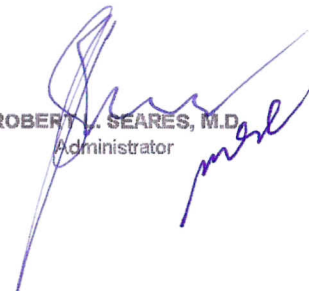
Prepared By:

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For the Fiscal Year 2014

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					
ADMINISTRATOR	SG 30	78,946.00	950,219.70	0.00	470,894.50	78,946.00	1,421,114.20			1	1,421,114.20			
Deputy Administrator	SG 28	135,368.00	1,624,416.00	0.00	796,535.59	135,368.00	2,420,951.59			2	2,420,951.59			
LIST OF BENEFITS														
Name of Officer	Position	SALARY-Minimum	SALARY-Maximum	Longevity Pay	RATA	PERA	RICE	Discretionary & EMF	YEB & CG	P B B	PIB	PEI	CLOTHING	GRAND TOTAL
EDGARDO D. ZARAGOZA	Administrator	78,946.00	957,780.00	0.00	159,000.00	24,000.00	0.00	176,079.50	84,815.00	15,000.00	2,000.00	5,000.00	5,000.00	1,428,674.50
EVERIN F. MOLINA	Deputy Admin.	67,684.00	822,227.20	0.00	216,000.00	24,000.00	0.00	59,483.38	73,428.00	7,500.00	2,000.00	5,000.00	5,000.00	1,214,638.58
VICENTE D. LASAM	Deputy Admin.	67,684.00	822,696.00	0.00	207,000.00	24,000.00	0.00	80,196.21	73,428.00	7,500.00	2,000.00	5,000.00	5,000.00	1,226,820.21
COMPENSATION FOR DIRECTORS														
JOCC Class per EO 24:		264,000.00												
Per Diem for Board Meetings:		240,000.00												
Per Diem for Committee Meetings:		144,000.00												
Name of Director		BOD Meetings Attended	Total BOD Per Diems			Committee Membershi	Committee Meetings	Total Committee	Reimburse-ments	PBI	Grand Total			
EDGARDO D. ZARAGOZA	Vice Chairman	24	230,000.00				8	48,000.00		0.00	278,000.00			
JOSE S. DIÑO		24	230,000.00				24	135,000.00		124,800.00	489,800.00			
DANTE G. CLARAVALL		24	230,000.00				24	135,000.00		127,200.00	492,200.00			
ROGELIO A. ELVEÑA		24	230,000.00				24	135,000.00		127,200.00	492,200.00			
GEOFFREY DG. GACULA		24	230,000.00				24	135,000.00		141,600.00	506,600.00			
PEDRO J. MENDIOLA, JR.		24	230,000.00				24	135,000.00		127,200.00	492,200.00			
REIMBURSABLE EXPENSES (if applicable)														
Name of Director	Total	Breakdown												
JOSE S. DIÑO	261,475.00													
DANTE G. CLARAVALL	255,112.14													
ROGELIO A. ELVEÑA	253,070.43													
GEOFFREY DG. GACULA	264,000.00													
PEDRO J. MENDIOLA, JR.	246,567.00													

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For the Fiscal Year 2013

COMPENSATION FOR OFFICERS														
Position/Title	Job Grade / Job Level	Basic Salary		Benefits		TCF		PBB		No of Officers	Position TCF			
		Min	Max	Min	Max	Min	Max	Min	Max					
ADMINISTRATOR	SG 30	78,946.00	950,219.70			0.00	461,313.16	78,946.00	1,411,532.86		1	1,411,532.86		
Deputy Administrator	SG 28	135,368.00	1,624,416.00			0.00	891,688.89	135,368.00	2,516,104.89		2	2,516,104.89		
LIST OF BENEFITS														
Name of Officer	Position	SALARY-Minimum	SALARY-Maximum	Longevity Pay	RATA	PERA	RICE	Discretionary R. EMF	YEB & CG	PBB	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	25,000.00	2,000.00	5,000.00	5,000.00	1,411,532.86
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	13,500.00	2,000.00	5,000.00	5,000.00	1,260,282.47
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	13,500.00	2,000.00	5,000.00	5,000.00	1,255,822.42
COMPENSATION FOR DIRECTORS														
SOCC Class per EO 24:		264,000.00												
Per Diem for Board Meetings:		120,000.00												
Per Diem for Committee Meetings:		72,000.00												
Name of Director		BOD Meetings Attended	Total BOD Per Diems				Committee Membershi	Committee Meetings	Total Committee	Reimburse-ments	PBI	Grand Total		
JOSE S. DIÑO		24	120,000.00					22	66,000.00		192,000.00	378,000.00		
DANTE G. CLARAVALL		24	120,000.00					22	66,000.00		192,000.00	378,000.00		
ROGELIO A. ELVEÑA		24	120,000.00					22	66,000.00		192,000.00	378,000.00		
GEOFFREY DG. GACULA		24	120,000.00					22	66,000.00		192,000.00	378,000.00		
PEDRO J. MENDIOLA, JR.		24	120,000.00					22	66,000.00		192,000.00	378,000.00		
REIMBURSABLE EXPENSES (if applicable)														
Name of Director	Total	Breakdown												
JOSE S. DIÑO	262,500.00													
DANTE G. CLARAVALL	256,664.00													
ROGELIO A. ELVEÑA	244,643.69													
GEOFFREY DG. GACULA	262,500.00													
PEDRO J. MENDIOLA, JR.	252,797.50													

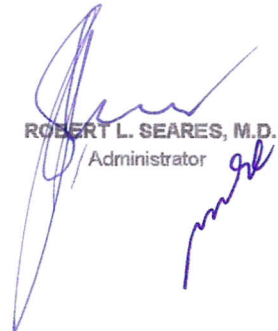
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