

LIGHT RAIL TRANSIT AUTHORITY  
LIST OF COMPENSATION ITEMS GRANTED TO MEMBERS OF THE BOARD  
2018

| Board Member Position     | Compensation Items                                 | Legal Basis  | Amount                                   | Remarks   |
|---------------------------|--|--|--|---|
| Member/Administrator/LRTA | Basic Salary                                       | Letter from GCG dtd. November 27, 2017 Authorizing LRTA to adopt the Compensation Framework under EO No. 36 s. 2017 GCG Memorandum Circular No. 2017-03 dated August 24, 2017 Executive Order No. 36 s. 2017 dated July 28, 2017 Third Tranche of Executive Order No. 201 s. 2016 Executive Order No. 203 s. 2016 dated March 22, 2016 | 3rd Tranche of Salary Schedule           |   |
|                           | PERA   | DBM Circular No. 2009-3 dated August 18, 2009 GAA  | P2,000.00 per month                      |   |
|                           | Representation and Transportation Allowance (RATA) | NBC # 548 dated May 15, 2013   | RA = P11,000.00 per month                |   |
|                           |  | NBC # 546 dated January 17, 2013   | TA = P11,000.00 per month                | With option to have service vehicle and waive to receive the TA |
|                           |  | GAA  |  |   |
|                           | Uniform/Clothing Allowance                         | BC # 2018-1 dated Mar. 18, 2018 GAA  | P6,000.00 per annum                      |   |
|                           | Year End Bonus                                     | GCG Memorandum Circular No. 2018-03 dated May 9, 2018 Executive Order No. 36 s. 2017 dated July 28, 2017 Executive Order No. 203 s. 2016 dated March 22, 2016 RA No. 6686 dated December 14, 1988 RA 8441 dated December 22, 1997  | Equivalent to one (1) month Basic Salary |   |
|                           | Mid Year Bonus                                     | GCG Memorandum Circular No. 2018-03 dated May 9, 2018 Executive Order No. 36 s. 2017 dated July 28, 2017 Executive Order No. 203 s. 2016 dated March 22, 2016  | Equivalent to one (1) month Basic Salary |   |
|                           | Cash Gift  | GCG Memorandum Circular No. 2018-03 dated May 9, 2018 GCG Memorandum Circular No. 2017-04 dated Nov. 9, 2017 RA No. 6686 dated December 14, 1988 RA 8441 dated December 22, 1997   | P5,000.00 per annum                      |   |

| Board Member Position     | Compensation Items                                 | Legal Basis  | Amount  | Remarks  |
|---------------------------|--|--|---|--|
| Member/Administrator/LRTA | PEI  | GCG Memorandum Circular No. 2017-05 dated Dec. 5, 2017<br>Executive Order No. 80 dated July 20, 2012   | P5,000.00 per annum   |  |
|                           | Collection Negotiation Agreement Incentive (C N A) | DBM Budget Circular No. 2017-3 dated November 16, 2017<br>GCG Memorandum Circular No. 2017-03 dated August 24, 2017  | Not to exceed P25,000.00 per annum  |  |
|                           | Extraordinary and Miscellaneous Expenses (EME)     | GAA<br>COA Circular No. 2006-001 dated January 3, 2006   | P180,000.00 per annum<br>Upon request for reimbursement of actual expenses for extraordinary and miscellaneous expenses and other similar expenses, such as discretionary, business development expenses, representation expenses and the like. |  |
|                           | Medical Services                                   | DBM Approved COB CY 2018<br>Joint CSC DBM Circular No. 1 s. 1990 dated March 29, 1990  | P8,000.00 per annum (through issuance of HMO healthcare)  |  |
|                           | Longevity Pay (1-step Increment)                   | Joint CSC DBM Circular No. 1 s. 2003 dated April 11, 2003<br>Joint CSC DBM Circular No. 1 s. 2012 dated September 3, 2012  | Various Amount per 3rd Tranche of Salary Schedule   |  |
|                           | Loyalty Cash Award/Incentive                       | COA Resolution No. 2002-010 dated November 29, 2002<br>COA Circular No. 2013-003 A dated September 18, 2013<br>CSC Memorandum Circular No. 6 s. 2002 dated March 1, 2002<br>CSC Resolution No. 02-0295 dated February 26, 2002   | 10th year = P10,000.00<br>15th year = P 5,000.00<br>20th year = P 5,000.00<br>25th year = P 5,000.00<br>30th year = P 5,000.00<br>35th year = P 5,000.00<br>40th year = P 5,000.00  | On the 10th year of service in the government and every 5th year thereafter of qualified official and employee |
|                           | Terminal Leave Pay                                 | DBM Budget Circular No. 2016-2 dated March 29, 2016<br>Sec.35 of Rule XVI of the Omnibus Rules on Leave Implementing Book V of the Administrative Code of 1987   | Basic Monthly Salary x total no. of accumulated vacation and sick leave credits x Constant factor which is 0.0481927  |  |
|                           | Monetization of Leave Credits                      | CSC Resolution No. 1501530 dated Dec. 21, 2015<br>CSC-DBM Joint Circular No. 1 s. 1991<br>CSC-DBM Joint Circular No. 2 s. 1997<br>Sec. 22 & 23 of Rule XVI of the Omnibus Rules on Leave Implementing Book V of the Administrative Code of 1987<br>CSC Resolution No. 000034 dated January 5, 2000<br>Office Order No. 07 s. 2016 dated October 10, 2016 | Basic Monthly Salary x No. of vacation and sick leave credits to be monetized x Constant factor which is 0.0481927  |  |



| Board Member Position            | Compensation Items   | Legal Basis  | Amount  | Remarks          |  |                  |             |             |      |             |             |      |             |             |      |       |       |      |                           |  |                   |                           |                                 |     |                                 |     |                   |      |  |                                  |            |            |      |             |      |              |      |                   |      |
|----------------------------------|--|--|---|------------------|--|------------------|-------------|-------------|------|-------------|-------------|------|-------------|-------------|------|-------|-------|------|---------------------------|--|-------------------|---------------------------|---------------------------------|-----|---------------------------------|-----|-------------------|------|--|----------------------------------|------------|------------|------|-------------|------|--------------|------|-------------------|------|
| Member/Administrator/LRTA        | Programs on Awards and Incentives for Service Excellence (PRAISE)  | Sec. 35 of Book V of the Administrative Code of 1987<br>CSC Resolution No. 010112 dated January 10, 2001   | Various Amount  |                  |  |                  |             |             |      |             |             |      |             |             |      |       |       |      |                           |  |                   |                           |                                 |     |                                 |     |                   |      |  |                                  |            |            |      |             |      |              |      |                   |      |
|                                  | Vacation and Sick Leave Credits  | Section 1 of Rule XVI of the Omnibus Rules on Leave Implementing Book V of the Administrative Code of 1987 | 15 days vacation and 15 days sick leave   |                  |  |                  |             |             |      |             |             |      |             |             |      |       |       |      |                           |  |                   |                           |                                 |     |                                 |     |                   |      |  |                                  |            |            |      |             |      |              |      |                   |      |
|                                  | Special Leave Privileges   |  | 3 working days for a given year   |                  |  |                  |             |             |      |             |             |      |             |             |      |       |       |      |                           |  |                   |                           |                                 |     |                                 |     |                   |      |  |                                  |            |            |      |             |      |              |      |                   |      |
|                                  | C N A Leave (Union Time-off)   | Article VIII of Collection Negotiation Agreement (C N A)   | 5 working days for a given year   |                  |  |                  |             |             |      |             |             |      |             |             |      |       |       |      |                           |  |                   |                           |                                 |     |                                 |     |                   |      |  |                                  |            |            |      |             |      |              |      |                   |      |
| Member/Administrator/LRTA        | Performance Based Incentive (PBI)  | E.O. No. 24 Section 11   | <p>PBI = (Base Amount x Incentive Factor) x Percentage of Entitlement</p> <p>Grant is based on the following factors:</p> <p>a. Base Amount which shall determine the total base to be multiplied to the applicable incentive factor;</p> <p>Base amount = Total Actual Authorized Per Diem/Length of Service</p> <p>Total Actual Authorized Per Diem = (Amount of per diem for Board Meetings x Number of Board Meetings attended) + (Amount of per diem for Committee Meetings x Number of Committee Meetings attended)</p> <p>b. GOCC Performance Scorecard which shall determine the amount incentive factor (4.00 / 3.00 / 2.50 ) that can be applied to all Appointive Directors;</p> <p>c. Director Performance Review (DPR) Rating, which shall determine the applicable incentive factor for a particular Appointive Director;</p> <p>Incentive Factor shall be determined based on the relevant GOCC's PES Rating and the Individual Appointive DPR;</p> <table><tr><th>PES Rating</th><th>Director Performance Review (DPR) Rating</th><th>Incentive Factor</th></tr><tr><td>98% to 100%</td><td>95% to 100%</td><td>4.00</td></tr><tr><td>95% to &lt;98%</td><td>90% to &lt;95%</td><td>3.00</td></tr><tr><td>90% to &lt;95%</td><td>85% to &lt;90%</td><td>2.50</td></tr><tr><td>&lt; 90%</td><td>&lt; 85%</td><td>None</td></tr></table> <p>d. Length of Service, expressed in number of months (from three to twelve), and a fraction, thereof, with three months being the minimum length of service rendered in any given calendar year to be entitled to the PBI.</p> <table><tr><th colspan="2">Percentage of Entitlement</th></tr><tr><th>Length of Service</th><th>Percentage of Entitlement</th></tr><tr><td>3 months but less than 6 months</td><td>50%</td></tr><tr><td>6 months but less than 9 months</td><td>75%</td></tr><tr><td>At least 9 months</td><td>100%</td></tr></table> | PES Rating       | Director Performance Review (DPR) Rating | Incentive Factor | 98% to 100% | 95% to 100% | 4.00 | 95% to <98% | 90% to <95% | 3.00 | 90% to <95% | 85% to <90% | 2.50 | < 90% | < 85% | None | Percentage of Entitlement |  | Length of Service | Percentage of Entitlement | 3 months but less than 6 months | 50% | 6 months but less than 9 months | 75% | At least 9 months | 100% | <p>Granted only to Appointive or Elective Member of the Board.</p> <p>Conditions precedent to entitlement to PBI must be fulfilled for the applicable year (Sec.2, GOCC MC # 2018-4 dated July 17, 2018).</p> <p>No Appointive Director shall be entitled to the PBI unless the minimum PES Rating and DPR Rating are achieved</p> <p>The amount of PBI that an Appointive Director may receive shall not exceed the allowed maximum PBI of P256,000.00</p> <p>If the PES Rating and the DPR Rating correspond to different incentive factors, the lower incentive factor shall be used in the computation of the PBI</p> <p>The Length of Service shall be reckoned from the date of the Appointive Director's Oath of Office and the fraction of a month shall be computed as: (hrs rendered at least three (3) months of aggregate service as Appointive Director)</p> <table><tr><th>No. of Days in Excess of a month</th><th>Equivalent</th></tr><tr><td>1 - 7 days</td><td>0.25</td></tr><tr><td>8 - 15 days</td><td>0.50</td></tr><tr><td>16 - 22 days</td><td>0.75</td></tr><tr><td>More than 22 days</td><td>1.00</td></tr></table> | No. of Days in Excess of a month | Equivalent | 1 - 7 days | 0.25 | 8 - 15 days | 0.50 | 16 - 22 days | 0.75 | More than 22 days | 1.00 |
| PES Rating                       |  | Director Performance Review (DPR) Rating   |   | Incentive Factor |  |                  |             |             |      |             |             |      |             |             |      |       |       |      |                           |  |                   |                           |                                 |     |                                 |     |                   |      |  |                                  |            |            |      |             |      |              |      |                   |      |
| 98% to 100%                      |  | 95% to 100%  |   | 4.00             |  |                  |             |             |      |             |             |      |             |             |      |       |       |      |                           |  |                   |                           |                                 |     |                                 |     |                   |      |  |                                  |            |            |      |             |      |              |      |                   |      |
| 95% to <98%                      | 90% to <95%  | 3.00   |   |                  |  |                  |             |             |      |             |             |      |             |             |      |       |       |      |                           |  |                   |                           |                                 |     |                                 |     |                   |      |  |                                  |            |            |      |             |      |              |      |                   |      |
| 90% to <95%                      | 85% to <90%  | 2.50   |   |                  |  |                  |             |             |      |             |             |      |             |             |      |       |       |      |                           |  |                   |                           |                                 |     |                                 |     |                   |      |  |                                  |            |            |      |             |      |              |      |                   |      |
| < 90%                            | < 85%  | None   |   |                  |  |                  |             |             |      |             |             |      |             |             |      |       |       |      |                           |  |                   |                           |                                 |     |                                 |     |                   |      |  |                                  |            |            |      |             |      |              |      |                   |      |
| Percentage of Entitlement        |  |  |   |                  |  |                  |             |             |      |             |             |      |             |             |      |       |       |      |                           |  |                   |                           |                                 |     |                                 |     |                   |      |  |                                  |            |            |      |             |      |              |      |                   |      |
| Length of Service                | Percentage of Entitlement  |  |   |                  |  |                  |             |             |      |             |             |      |             |             |      |       |       |      |                           |  |                   |                           |                                 |     |                                 |     |                   |      |  |                                  |            |            |      |             |      |              |      |                   |      |
| 3 months but less than 6 months  | 50%  |  |   |                  |  |                  |             |             |      |             |             |      |             |             |      |       |       |      |                           |  |                   |                           |                                 |     |                                 |     |                   |      |  |                                  |            |            |      |             |      |              |      |                   |      |
| 6 months but less than 9 months  | 75%  |  |   |                  |  |                  |             |             |      |             |             |      |             |             |      |       |       |      |                           |  |                   |                           |                                 |     |                                 |     |                   |      |  |                                  |            |            |      |             |      |              |      |                   |      |
| At least 9 months                | 100%   |  |   |                  |  |                  |             |             |      |             |             |      |             |             |      |       |       |      |                           |  |                   |                           |                                 |     |                                 |     |                   |      |  |                                  |            |            |      |             |      |              |      |                   |      |
| No. of Days in Excess of a month | Equivalent   |  |   |                  |  |                  |             |             |      |             |             |      |             |             |      |       |       |      |                           |  |                   |                           |                                 |     |                                 |     |                   |      |  |                                  |            |            |      |             |      |              |      |                   |      |
| 1 - 7 days                       | 0.25   |  |   |                  |  |                  |             |             |      |             |             |      |             |             |      |       |       |      |                           |  |                   |                           |                                 |     |                                 |     |                   |      |  |                                  |            |            |      |             |      |              |      |                   |      |
| 8 - 15 days                      | 0.50   |  |   |                  |  |                  |             |             |      |             |             |      |             |             |      |       |       |      |                           |  |                   |                           |                                 |     |                                 |     |                   |      |  |                                  |            |            |      |             |      |              |      |                   |      |
| 16 - 22 days                     | 0.75   |  |   |                  |  |                  |             |             |      |             |             |      |             |             |      |       |       |      |                           |  |                   |                           |                                 |     |                                 |     |                   |      |  |                                  |            |            |      |             |      |              |      |                   |      |
| More than 22 days                | 1.00   |  |   |                  |  |                  |             |             |      |             |             |      |             |             |      |       |       |      |                           |  |                   |                           |                                 |     |                                 |     |                   |      |  |                                  |            |            |      |             |      |              |      |                   |      |
| Member, Private Sector           | GOCC MC # 2018-04 dated July 17, 2018<br>GOCC MC # 2016-1 dated May 10, 2016<br>GOCC MC # 2015-6 dated September 10, 2015<br>GOCC MC # 2014-3 (3rd issue) dated October 15, 2015 |  |   |                  |  |                  |             |             |      |             |             |      |             |             |      |       |       |      |                           |  |                   |                           |                                 |     |                                 |     |                   |      |  |                                  |            |            |      |             |      |              |      |                   |      |

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| Board Member Position   | Compensation Items                                       | Legal Basis  | Amount   | Remarks  |
|---|--|--|--|--|
| Member, Private Sector  | Per Diem (Board Meeting)<br>Per Diem (Committee Meeting) | E.O. No. 24 Classification "B"<br>GCG MC # 2016-1 dated May 10, 2016<br>E.O. No. 24 Classification "B"<br>GCG MC # 2016-1 dated May 10, 2016 | P20,000.00 per meeting<br>P12,000.00 per meeting<br>Not to exceed the maximum annual cap of P768,000.00  |  |
| Chairman/Secretary/Department of Transportation (DOT)<br>Member/Administrator/LRTA<br>Member/Secretary/ Department of Budget and Management (DBM)<br>Member/Secretary/Department of Finance (DOF)<br>Member/General Manager/Metro Manila Development Authority (MMDA)<br>Member/Secretary/Department of Public Works and Highways (DPWH)<br>Member/Secretary/National Economic Development Authority (NEDA)<br>Member/Chairman/L and Transportation Fare Regulatory Board (LTFRB)<br>Member, Private Sector | Reimbursible Expenses                                    | GCG MC # 2016-1 dated May 10, 2016<br>E.O. No. 24 Section 12   | P20,000.00 per month or P240,000.00/annum<br>Upon request for reimbursement of actual necessary expenses of member of the Board of Directors related to the Board meeting and other meetings and discharge of their official duties. | Subject to limits provided in Sec. 10, GCG MC # 2016-1 |



LIGHT RAIL TRANSIT AUTHORITY  
 COMPENSATION PACKAGE OF OFFICIALS AND EMPLOYEES  
 Cash Benefits and Allowances

CY 2018

| Benefit / Allowance                                | Coverage of Grant   | Legal Basis  | Amount   | Frequency of Grant |    |    |    |               |    |           |           |             |    |          |          |               |    |          |          |             |  |  |  |              |    |          |          |                    |  |  |  |                 |  |  |  |                         |  |  |  |                   |  |  |  |                     |  |  |  |         |
|--|---|--|--|--------------------|----|----|----|---------------|----|-----------|-----------|-------------|----|----------|----------|---------------|----|----------|----------|-------------|--|--|--|--------------|----|----------|----------|--------------------|--|--|--|-----------------|--|--|--|-------------------------|--|--|--|-------------------|--|--|--|---------------------|--|--|--|---------|
| Basic Salary                                       | All Permanent, Temporary, Coterminous and Contractual Officials and Employees | Letter from GCG dtd. November 27, 2017 Authorizing LRTA to adopt the Compensation Framework under EO No. 36 s. 2017<br>GCG Memorandum Circular No. 2017-03 dated August 24, 2017<br>Executive Order No. 36 s. 2017 dated July 28, 2017<br>Third Tranche of Executive Order No. 201 s. 2016<br>Executive Order No. 203 s. 2016 dated March 22, 2016 | Various Amount per 3rd Tranche of Salary Schedule  | Monthly            |    |    |    |               |    |           |           |             |    |          |          |               |    |          |          |             |  |  |  |              |    |          |          |                    |  |  |  |                 |  |  |  |                         |  |  |  |                   |  |  |  |                     |  |  |  |         |
| Personnel Economic Relief Allowance (PERA)         | All Permanent, Temporary, Coterminous and Contractual Officials and Employees | DBM Circular No. 2009 - 3 dated August 18, 2009<br>GAA   | 2,000.00   | Monthly            |    |    |    |               |    |           |           |             |    |          |          |               |    |          |          |             |  |  |  |              |    |          |          |                    |  |  |  |                 |  |  |  |                         |  |  |  |                   |  |  |  |                     |  |  |  |         |
| Representation and Transportation Allowance (RATA) | All Permanent, Temporary, Coterminous and Contractual Officials and Employees | National Budget Circular No. 546 dated January 17, 2013<br>National Budget Circular No. 548 dated May 15, 2013<br>GAA  | <table><tr><th>Position</th><th>SG</th><th>RA</th><th>TA</th></tr><tr><td>Administrator</td><td>30</td><td>11,000.00</td><td>11,000.00</td></tr><tr><td>Deputy Adm.</td><td>28</td><td>9,000.00</td><td>9,000.00</td></tr><tr><td>Dept. Mgr. A.</td><td>26</td><td>8,500.00</td><td>8,500.00</td></tr><tr><td>Attorney VI</td><td></td><td></td><td></td></tr><tr><td>Div. Mgr. A.</td><td>24</td><td>5,000.00</td><td>5,000.00</td></tr><tr><td>Board Secretary V.</td><td></td><td></td><td></td></tr><tr><td>Human Resources</td><td></td><td></td><td></td></tr><tr><td>Mgt Officer V, Internal</td><td></td><td></td><td></td></tr><tr><td>Auditor V, Public</td><td></td><td></td><td></td></tr><tr><td>Relations Officer V</td><td></td><td></td><td></td></tr></table> | Position           | SG | RA | TA | Administrator | 30 | 11,000.00 | 11,000.00 | Deputy Adm. | 28 | 9,000.00 | 9,000.00 | Dept. Mgr. A. | 26 | 8,500.00 | 8,500.00 | Attorney VI |  |  |  | Div. Mgr. A. | 24 | 5,000.00 | 5,000.00 | Board Secretary V. |  |  |  | Human Resources |  |  |  | Mgt Officer V, Internal |  |  |  | Auditor V, Public |  |  |  | Relations Officer V |  |  |  | Monthly |
| Position   | SG  | RA   | TA   |                    |    |    |    |               |    |           |           |             |    |          |          |               |    |          |          |             |  |  |  |              |    |          |          |                    |  |  |  |                 |  |  |  |                         |  |  |  |                   |  |  |  |                     |  |  |  |         |
| Administrator                                      | 30  | 11,000.00  | 11,000.00  |                    |    |    |    |               |    |           |           |             |    |          |          |               |    |          |          |             |  |  |  |              |    |          |          |                    |  |  |  |                 |  |  |  |                         |  |  |  |                   |  |  |  |                     |  |  |  |         |
| Deputy Adm.  | 28  | 9,000.00   | 9,000.00   |                    |    |    |    |               |    |           |           |             |    |          |          |               |    |          |          |             |  |  |  |              |    |          |          |                    |  |  |  |                 |  |  |  |                         |  |  |  |                   |  |  |  |                     |  |  |  |         |
| Dept. Mgr. A.                                      | 26  | 8,500.00   | 8,500.00   |                    |    |    |    |               |    |           |           |             |    |          |          |               |    |          |          |             |  |  |  |              |    |          |          |                    |  |  |  |                 |  |  |  |                         |  |  |  |                   |  |  |  |                     |  |  |  |         |
| Attorney VI  |   |  |  |                    |    |    |    |               |    |           |           |             |    |          |          |               |    |          |          |             |  |  |  |              |    |          |          |                    |  |  |  |                 |  |  |  |                         |  |  |  |                   |  |  |  |                     |  |  |  |         |
| Div. Mgr. A.                                       | 24  | 5,000.00   | 5,000.00   |                    |    |    |    |               |    |           |           |             |    |          |          |               |    |          |          |             |  |  |  |              |    |          |          |                    |  |  |  |                 |  |  |  |                         |  |  |  |                   |  |  |  |                     |  |  |  |         |
| Board Secretary V.                                 |   |  |  |                    |    |    |    |               |    |           |           |             |    |          |          |               |    |          |          |             |  |  |  |              |    |          |          |                    |  |  |  |                 |  |  |  |                         |  |  |  |                   |  |  |  |                     |  |  |  |         |
| Human Resources                                    |   |  |  |                    |    |    |    |               |    |           |           |             |    |          |          |               |    |          |          |             |  |  |  |              |    |          |          |                    |  |  |  |                 |  |  |  |                         |  |  |  |                   |  |  |  |                     |  |  |  |         |
| Mgt Officer V, Internal                            |   |  |  |                    |    |    |    |               |    |           |           |             |    |          |          |               |    |          |          |             |  |  |  |              |    |          |          |                    |  |  |  |                 |  |  |  |                         |  |  |  |                   |  |  |  |                     |  |  |  |         |
| Auditor V, Public                                  |   |  |  |                    |    |    |    |               |    |           |           |             |    |          |          |               |    |          |          |             |  |  |  |              |    |          |          |                    |  |  |  |                 |  |  |  |                         |  |  |  |                   |  |  |  |                     |  |  |  |         |
| Relations Officer V                                |   |  |  |                    |    |    |    |               |    |           |           |             |    |          |          |               |    |          |          |             |  |  |  |              |    |          |          |                    |  |  |  |                 |  |  |  |                         |  |  |  |                   |  |  |  |                     |  |  |  |         |
| Uniform / Clothing Allowance                       | All Permanent, Temporary, Coterminous and Contractual Officials and Employees | Budget Circular No. 2018 - 1 dated March 8, 2018<br>GAA (CY 2018)<br>Budget Circular No. 2012 - 1 dated Feb. 23, 2012<br>Budget Circular No. 2003 - 8 dated Dec. 8, 2003<br>LOI No. 97 dated August 31, 1979   | 6,000.00 (Optional)  | Per Annum          |    |    |    |               |    |           |           |             |    |          |          |               |    |          |          |             |  |  |  |              |    |          |          |                    |  |  |  |                 |  |  |  |                         |  |  |  |                   |  |  |  |                     |  |  |  |         |
| Rice Allowance                                     | Authorized only to 17 incumbent positions as of June 30, 1989                 | CCC No. 10 dated October 2, 1989<br>DBM COB Approval CY 2017   | 1,200.00   | Monthly            |    |    |    |               |    |           |           |             |    |          |          |               |    |          |          |             |  |  |  |              |    |          |          |                    |  |  |  |                 |  |  |  |                         |  |  |  |                   |  |  |  |                     |  |  |  |         |
| Reimbursible Medical Allowance                     | Authorized only to 17 incumbent positions as of June 30, 1989                 | LOI No. 97 dated August 31, 1979   | 2,500.00   | Annually           |    |    |    |               |    |           |           |             |    |          |          |               |    |          |          |             |  |  |  |              |    |          |          |                    |  |  |  |                 |  |  |  |                         |  |  |  |                   |  |  |  |                     |  |  |  |         |

**LIGHT RAIL TRANSIT AUTHORITY  
COMPENSATION PACKAGE OF OFFICIALS AND EMPLOYEES**

**Cash Benefits and Allowances**

**CY 2018**

| Benefit / Allowance                      | Coverage of Grant   | Legal Basis   | Amount  | Frequency of Grant  |
|--|---|---|---|---|
| Year End Bonus                           | All Permanent, Temporary, Coterminous and Contractual Officials and Employees | GCG Memorandum Circular No. 2018-03 dated May 9, 2018<br>GCG Memorandum Circular No. 2017-03 dated August 24, 2017<br>Executive Order No. 36 s. 2017 dated July 28, 2017<br>Executive Order No. 203 s. 2016 dated March 22, 2016<br>RA No. 6686 dated December 14, 1988<br>RA 8441 dated December 22, 1997    | Equivalent to one (1) month Basic Salary as of October 31 of a given year | Annually  |
| Mid Year Bonus                           | All Permanent, Temporary, Coterminous and Contractual Officials and Employees | GCG Memorandum Circular No. 2018-03 dated May 9, 2018<br>GCG Memorandum Circular No. 2017-03 dated August 24, 2017<br>Executive Order No. 36 s. 2017 dated July 28, 2017<br>GCG CPCS Implementing Circular No. 2016-01 dated May 10, 2017 (3rd Issue)<br>Executive Order No. 203 s. 2016 dated March 22, 2016 | Equivalent to one (1) month Basic Salary as of May 15 of a given year     | Annually  |
| Cash Gift                                | All Permanent, Temporary, Coterminous and Contractual Officials and Employees | GCG Memorandum Circular No. 2018-03 dated May 9, 2018<br>GCG Memorandum Circular No. 2017-04 dated Nov. 9, 2017<br>GCG Memorandum Circular No. 2017-03 dated August 24, 2017<br>RA No. 6686 dated December 14, 1988<br>RA 8441 dated December 22, 1997  | 5,000.00  | Annually  |
| Anniversary Bonus (Milestone)            | All Permanent, Temporary, Coterminous and Contractual Officials and Employees | Administrative Order No. 263 dated March 28, 1996   | 3,000.00  | Granted during milestone year and every fifth year thereafter |
| Productivity Enhancement Incentive (PEI) | All Permanent, Temporary, Coterminous and Contractual Officials and Employees | GCG Memorandum Circular No. 2017-05 dated Dec. 5, 2017<br>Executive Order No. 80 dated July 20, 2012  | 5,000.00  | Annually  |

LIGHT RAIL TRANSIT AUTHORITY  
 COMPENSATION PACKAGE OF OFFICIALS AND EMPLOYEES  
 Cash Benefits and Allowances

CY 2018

| Benefit / Allowance                              | Coverage of Grant   | Legal Basis   | Amount   |                    | Frequency of Grant |
|--|---|---|--|--------------------|--------------------|
|  |   |   | Percentile   | PBB as of % of MBS |                    |
| Performance Based Bonus (PBB)                    | All Permanent, Temporary, Coterminous and Contractual Officials and Employees. Grant is based on the overall performance of the GOCC and then distributed to individual officers and employees based on their performance rating. | GCG Memorandum Circular No. 2018-01 dated January 31, 2018<br>GCG Memorandum Circular No. 2017-01 dated June 9, 2017<br>GCG Memorandum Circular No. 2013-02 (Re-issued) dated June 23, 2014<br>Executive Order No. 80 dated July 20, 2012   | Top: Maximum 10%   | 65.0%              | Annually           |
|  |   |   | Next: Maximum 25%  | 57.5%              |                    |
|  |   |   | Remaining: Minimum 65%   | 50.0%              |                    |
|  |   |   | The grant of the PBB shall be based on the performance of the individual Officers and Employees with the rate of incentive as a multiple of the individual's monthly basic salary (MBS) as of December of the applicable year based on table above, but not lower than P5,000.00 |                    |                    |
| Collection Negotiation Agreement Incentive (CNA) | All Permanent, Temporary, Coterminous and Contractual Officials and Employees. Grant is based on the conditions set by DBM Budget Circular No. 2017 - 3   | DBM Budget Circular No. 2017 -3 dated November 16, 2017<br>GCG Memorandum Circular No. 2017-03 dated August 24, 2017<br>Public Sector Labor-Management Council (PSLMC) Resolution No. 4 s. 2002 dated Nov. 14, 2002<br>Public Sector Labor-Management Council (PSLMC) Resolution No. 2 s. 2003 dated May 19, 2003<br>Administrative Order No. 135 s. 2005 dated December 27, 2005 | Not to exceed P25,000 per employee   |                    | Annually           |
|  |   |   |  |                    |                    |
| Longevity Pay (1-step increment)                 | Grant to officials and employees due to length of service for every three (3) years of continuous satisfactory service in the present position  | Joint CSC DBM Circular No. 1 s. 1990 dated March 29, 1990<br>Joint CSC DBM Circular No. 1 s. 2003 dated April 11, 2003<br>Joint CSC DBM Circular No. 1 s. 2012 dated September 3, 2012  | Various Amount per 3rd Tranche of Salary Schedule  |                    | Monthly            |



LIGHT RAIL TRANSIT AUTHORITY  
 COMPENSATION PACKAGE OF OFFICIALS AND EMPLOYEES  
 Cash Benefits and Allowances

CY 2018

| Benefit / Allowance                       | Coverage of Grant  | Legal Basis  | Amount   | Frequency of Grant   |          |  |            |          |            |          |             |          |   |          |   |
|---|--|--|--|--|----------|--|------------|----------|------------|----------|-------------|----------|---|----------|---|
| Loyalty Cash Award/Incentive              | Permanent, Temporary, Coterminous and Contractual Officials and Employees who rendered ten (10) years of continuous and satisfactory service in the government   | COA Resolution No. 2002-010 dated November 29, 2002<br>COA Circular No. 2013-003 A dated September 18, 2013<br>CSC Memorandum Circular No. 6 s. 2002 dated March 1, 2002<br>CSC Resolution No. 02-0295 dated February 26, 2002 | 10th year = P10,000.00<br>15th year = P 5,000.00<br>20th year = P 5,000.00<br>25th year = P 5,000.00<br>30th year = P 5,000.00<br>35th year = P 5,000.00<br>40th year = P 5,000.00   | On the 10th year of service in the government and every 5th year thereafter of qualified official and employee |          |  |            |          |            |          |             |          |   |          |   |
| Special Counsel Allowance                 | Lawyer personnel designated to assume the duties of a legal officer deputized to appear in court as special counsel  | GAA  | P2,500 per court appearance/attendance but shall not exceed 50% of the lawyer's monthly basic salary   | As the need arises   |          |  |            |          |            |          |             |          |   |          |   |
| Honoraria                                 | Permanent, Temporary, Coterminous and Contractual Officials and employees performing activities or discharging duties in addition to, of over and above their regular functions such as<br>a. assigned to special projects<br>b. Personnel involved in government procurement. | DBM Budget Circular No. 2004-5 A dated March 23, 2004<br>DBM Budget Circular No. 2007-3 dated November 29, 2007<br>DBM Budget Circular No. 2007-2 dated October 1, 2007<br>GAA   | <table><tr><td>BAC Chair</td><td>3,000.00</td><td rowspan="5">Average amount of honoraria per month over one year shall not exceed 25% of the basic monthly salary</td></tr><tr><td>BAC Member</td><td>2,500.00</td></tr><tr><td>TWVG Chair</td><td>2,000.00</td></tr><tr><td>TWVG Member</td><td>2,000.00</td></tr><tr><td>BAC Secretariat Assigned to Special Proj.</td><td>1,500.00</td></tr></table> | BAC Chair  | 3,000.00 | Average amount of honoraria per month over one year shall not exceed 25% of the basic monthly salary | BAC Member | 2,500.00 | TWVG Chair | 2,000.00 | TWVG Member | 2,000.00 | BAC Secretariat Assigned to Special Proj. | 1,500.00 | Upon Acceptance of Notice of Award by the winning bidder - involved in government procurement<br><br>Monthly - assigned to special projects |
| BAC Chair                                 | 3,000.00   | Average amount of honoraria per month over one year shall not exceed 25% of the basic monthly salary   |  |  |          |  |            |          |            |          |             |          |   |          |   |
| BAC Member                                | 2,500.00   |  |  |  |          |  |            |          |            |          |             |          |   |          |   |
| TWVG Chair                                | 2,000.00   |  |  |  |          |  |            |          |            |          |             |          |   |          |   |
| TWVG Member                               | 2,000.00   |  |  |  |          |  |            |          |            |          |             |          |   |          |   |
| BAC Secretariat Assigned to Special Proj. | 1,500.00   |  |  |  |          |  |            |          |            |          |             |          |   |          |   |
| Overtime Pay                              | Permanent, Temporary, Coterminous and Contractual Officials and employees occupying positions of Division Manager and below  | Civil Service Commission - DBM Joint Circular No. 1 s. 2015 dated Nov. 25, 2015  | Equivalent to regular hourly wage rate plus 25% of the hourly rate for regular overtime and plus 50% for holiday, rest day or special non-working day. Total overtime of an employee in a year shall not exceed 50% of his/her total basic salary for the year.  | Monthly  |          |  |            |          |            |          |             |          |   |          |   |
| Night Differential                        | Permanent, Temporary, Coterminous and Contractual Officials and employees occupying positions of Division Manager and below  | DBM Budget Circular No. 8 s. 1995 dated December 4, 1995   | Not exceeding 20% of hourly basic rate for each hour of work performed between 6:00 PM and 6:00 AM of the following day  | Monthly  |          |  |            |          |            |          |             |          |   |          |   |



LIGHT RAIL TRANSIT AUTHORITY  
 COMPENSATION PACKAGE OF OFFICIALS AND EMPLOYEES  
 Cash Benefits and Allowances

CY 2018

| Benefit / Allowance   | Coverage of Grant   | Legal Basis   | Amount   | Frequency of Grant  |
|---|---|---|--|---|
| Monetization of Leave Credits                                     | All Permanent, Temporary, Coterminous and Contractual Officials and Employees who have accumulated fifteen (15) days of vacation leave credits        | DBM Budget Circular No. 2016 - 2 dated March 29, 2016<br>CSC Resolution No. 1501530 dated Dec. 21, 2015<br>CSC-DBM Joint Circular No. 1 s. 1991<br>CSC-DBM Joint Circular No. 2 s. 1997<br>Sec. 22 & 23 of Rule XVI of the Omnibus Rules on Leave Implementing Book V of the Administrative Code of 1987<br>CSC Resolution No. 000034 dated January 5, 2000<br>Office Order No. 07 s. 2016 dated October 10, 2016 | Basic Monthly Salary x No. of vacation and sick leave credits to be monetized x Constant factor which is 0.0481927   | Monthly   |
| Terminal Leave Pay  | Permanent, Temporary, Coterminous and Contractual Officials and Employees who opt to retire, voluntary resign or separate from the government service | DBM Budget Circular No. 2016 - 2 dated March 29, 2016<br>Sec.35 of Rule XVI of the Omnibus Rules on Leave Implementing Book V of the Administrative Code of 1987<br>GAA   | Basic Monthly Salary x total no. of accumulated vacation and sick leave credits x Constant factor which is 0.0481927 | As the need arises  |
| Programs on Awards and Incentives for Service Excellence (PRAISE) | All qualified Permanent, Temporary, Coterminous and Contractual Officials and Employees   | CSC Letter of approval on Implementation of Revised PRAISE dated Dec. 15, 2017<br>Sec. 35 of Book V of the Administrative Code of 1987<br>CSC Resolution No. 010112 dated January 10, 2001  | Various amount   | As the need arises  |
| Extraordinary and Miscellaneous Expenses (EME)                    | Administrator and Deputy Administrators   | GAA<br>COA Circular No. 2006-001 dated January 3, 2006  | Administrator 180,000.00/annum   | Upon request for reimbursement of actual expenses for extraordinary and miscellaneous expenses and othe similar expenses, such as discretionary, business development expenses, representation expenses and the like. |
|   |   |   | Deputy Administrator 117,600.00/annum  |   |

LIGHT RAIL TRANSIT AUTHORITY  
 COMPENSATION PACKAGE OF OFFICIALS AND EMPLOYEES  
 Non-Cash Benefits  
 CY 2018

| Benefit / Allowance                | Coverage of Grant  | Legal Basis  | Amount  | Frequency of Grant |
|------------------------------------|--|--|---|--------------------|
| Medical Services                   | All Permanent, Temporary, Coterminous and Contractual Officials and Employees  | DBM Approved COB CY 2018   | 8,000.00 (through issuance of HMO Healthcare) | Per annum          |
| Use of Government Service Vehicles | All Permanent, Temporary and Contractual Officials with Salary Grade 24 and above who opt to have service vehicle as approved by the Administrator and shall waive to receive the Transportation Allowance | GAA  |   |                    |
| Vacation and Sick Leave Credits    | All Permanent, Temporary, Coterminous and Contractual Officials and Employees  | Section 1 of Rule XVI of the Omnibus Rules on Leave Implementing Book V of the Administrative Code of 1987 | 15 days vacation and 15 days sick leave       | Annually           |
| Maternity Leave                    | Permanent, Temporary, Coterminous and Contractual Married Female Officials and Employees   | Sec. 11 of Rule XVI of the Omnibus Rules on Leave Implementing Book V of the Administrative Code of 1987   | 60 calendars days                             |                    |
| Paternity Leave                    | Permanent, Temporary, Coterminous and Contractual Married Male Officials and Employees   | Sec. 19 of Rule XVI of the Omnibus Rules on Leave Implementing Book V of the Administrative Code of 1987   | 7 working days                                |                    |
| Special Leave Privileges           | All Permanent, Temporary, Coterminous and Contractual Officials and Employees  | Sec. 21 of Rule XVI of the Omnibus Rules on Leave Implementing Book V of the Administrative Code of 1987   | 3 working days for a given year               |                    |
| C N A Leave (Union Time-off)       | All Permanent, Temporary, Coterminous and Contractual Officials and Employees  | Article VIII of Collection Negotiation Agreement (C N A) dated April 10, 2018                              | 5 working days for a given year               |                    |

*live*



REPORTS ON SALARIES AND ALLOWANCES ( ROSA ) Including Extraordinary and Miscellaneous Expenses Received by Principal Officers and Members Governing Boards of Government and / or Controlled Corporations and their Subsidiaries and Secretaries, Undersecretarie and Assistant Secretaries of National Government Agencies

For the four ( 4 ) quarters of 2018

|                             | 1st   | 2nd        | 3rd        | 4th        |              |
|-----------------------------|---|------------|------------|------------|--------------|
| Name:<br>TIN No.            | REYNALDO IGNACIO BERROVA<br>142-766-154         |            |            |            |              |
| Name of Agency              | LIGHT RAIL TRANSIT AUTHORITY<br>( Mother Unit ) |            |            |            |              |
| Position / Designation      | Administrator / Board Member                    |            |            |            |              |
| Months Served               | 12 months                                       |            |            |            |              |
| Basic Salary                | 430,602.00                                      | 430,602.00 | 430,602.00 | 430,602.00 | 1,722,408.00 |
| Allowances & Other Benefits |   |            |            |            |              |
| PERA / ADCOM                | 6,000.00  | 6,000.00   | 6,000.00   | 6,000.00   | 24,000.00    |
| Per Diem on Board Meetings  | 0.00  | 0.00       | 0.00       | 0.00       | 0.00         |
| Honorarium                  |   |            | 10,000.00  | 10,000.00  | 10,000.00    |
| Representation Allowance    | 33,000.00                                       | 33,000.00  | 33,000.00  | 33,000.00  | 132,000.00   |
| Transportation Allowance    | 0.00  | 0.00       | 0.00       | 0.00       | 0.00         |
| Gasoline Allowance          | 0.00  | 0.00       | 0.00       | 0.00       | 0.00         |
| Food Subsidy                | 0.00  | 0.00       | 0.00       | 0.00       | 0.00         |
| Longevity Pay               | 0.00  | 0.00       | 0.00       | 0.00       | 0.00         |
| Amelioration Allowance      | 0.00  | 0.00       | 0.00       | 0.00       | 0.00         |
| Clothing / Uniform          | 6,000.00  |            |            | 5,000.00   | 6,000.00     |
| Medical Benefits            |   |            |            |            | 5,000.00     |
| Bonus & Incentives          |   | 143,534.00 |            |            | 143,534.00   |
| Mid- Year Bonus             |   |            |            |            | 143,534.00   |
| Year End                    |   |            |            |            | 5,000.00     |
| Cash Gift                   |   |            |            |            | 25,000.00    |
| C N A                       |   |            |            |            | 5,000.00     |
| PEI                         |   |            |            |            | 0.00         |
| Dependent's Allowance       | 0.00  | 0.00       | 0.00       | 0.00       | 0.00         |
| Others                      |   |            |            |            |              |
| Representation Expense      | 25,786.00                                       | 55,194.00  | 53,630.03  | 26,131.55  | 160,741.58   |
| Reimbursible Expense        |   | 12,400.00  | 8,170.00   |            | 20,570.00    |
| Indirect Benefits           |   |            |            |            |              |
| Sub- Total                  | 501,388.00                                      | 680,730.00 | 541,402.03 | 679,267.55 | 2,402,787.58 |
| Add: EMES                   |   |            |            |            |              |
| TOTAL                       | 501,388.00                                      | 680,730.00 | 541,402.03 | 679,267.55 | 2,402,787.58 |

Prepared By:

Verified By:

Noted By:

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Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Light Rail Transit Authority

Commission on Audit

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REPORTS ON SALARIES AND ALLOWANCES ( ROSA ) Including Extraordinary and Miscellaneous Expenses Received by Principal Officers and Members Governing Boards of Government and / or Controlled Corporations and their Subsidiaries and Secretaries, Undersecretarie and Assistant Secretaries of National Government Agencies

For the four ( 4 ) quarters of 2018

Light Rail Transit Authority

Commission on Audit

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|   | 1st | 2nd        | 3rd        | 4th        | Annual       |
|---|-----|------------|------------|------------|--------------|
| Name: PAUL YANG CHUA  |     |            |            |            |              |
| TIN No. 123-034-347   |     |            |            |            |              |
| Name of Agency LIGHT RAIL TRANSIT AUTHORITY                 |     |            |            |            |              |
| Position / Designation ( Mother Unit ) Deputy Administrator |     |            |            |            |              |
| Months Served 8 months & 24 days                            |     |            |            |            |              |
| Basic Salary  |     | 325,779.50 | 344,943.00 | 344,943.00 | 1,015,665.50 |
| Allowances & Other Benefits                                 |     | 5,545.45   | 6,000.00   | 6,000.00   | 17,545.45    |
| PERA / ADCOM  |     |            |            |            |              |
| Per Diem on Board Meetings                                  |     |            |            |            |              |
| Honorarium  |     |            |            |            |              |
| Representation Allowance                                    |     | 27,000.00  | 27,000.00  | 27,000.00  | 81,000.00    |
| Transportation Allowance                                    |     | 18,000.00  |            |            | 18,000.00    |
| Gasoline Allowance  |     |            |            |            |              |
| Food Subsidy  |     |            |            |            |              |
| Longevity Pay   |     |            |            |            |              |
| Amelioration Allowance                                      |     |            |            |            |              |
| Clothing / Uniform  |     |            |            | 6,000.00   | 6,000.00     |
| Medical Benefits  |     |            |            | 5,000.00   | 5,000.00     |
| Bonus & Incentives  |     |            |            | 114,981.00 | 114,981.00   |
| Year End  |     |            |            | 5,000.00   | 5,000.00     |
| Cash Gift   |     |            |            | 25,000.00  | 25,000.00    |
| C N A   |     |            |            | 5,000.00   | 5,000.00     |
| PEI   |     |            |            |            |              |
| Dependent's Allowance                                       |     |            |            |            |              |
| Others  |     |            |            |            |              |
| Representation Expense                                      |     |            |            |            |              |
| Indirect Benefits   |     |            |            |            |              |
| Sub - Total   |     | 376,324.95 | 377,943.00 | 538,924.00 | 1,293,191.95 |
| Add: EMES   |     |            |            | 116,273.99 | 116,273.99   |
| TOTAL   |     | 376,324.95 | 377,943.00 | 655,197.99 | 1,409,465.94 |

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Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Salary for the period April 6 - June 30, 2018



REPORTS ON SALARIES AND ALLOWANCES ( ROSA ) Including Extraordinary and Miscellaneous Expenses Received by Principal Officers and Members Governing Boards of Government and / or Controlled Corporations and their Subsidiaries and Secretaries, Undersecretarie and Assistant Secretaries of National Government Agencies

For the four ( 4 ) quarters of 2017

Light Rail Transit Authority  
Supervising Auditor  
TEODORA R. JOSON  
319-0165

|                             | 1st  | 2nd        | 3rd        | 4th        | Annual       |
|-----------------------------|--|------------|------------|------------|--------------|
| Name:                       | JOSE JOBEL BELARMINO                                       |            |            |            |              |
| TIN No.                     | 185559907  |            |            |            |              |
| Name of Agency              | LIGHT RAIL TRANSIT AUTHORITY                               |            |            |            |              |
| Position / Designation      | OIC, Office of the Deputy Administrator for Finance & AFCS |            |            |            |              |
| Months Served               | 12 months  |            |            |            |              |
| Basic Salary                | 284,667.00   | 284,667.00 | 284,667.00 | 284,667.00 | 1,138,668.00 |
| Allowances & Other Benefits |  |            |            |            |              |
| PERA / ADCOM                | 6,000.00   | 6,000.00   | 6,000.00   | 6,000.00   | 24,000.00    |
| Per Diem on Board Meetings  |  |            |            |            |              |
| Honorarium                  | 30,000.00  | 18,000.00  | 18,000.00  | 30,000.00  | 96,000.00    |
| Representation Allowance    | 27,000.00  | 27,000.00  | 27,000.00  | 27,000.00  | 108,000.00   |
| Transportation Allowance    |  |            |            |            |              |
| Gasoline Allowance          |  |            |            |            |              |
| Food Subsidy                |  |            |            |            |              |
| Longevity Pay               |  |            |            |            |              |
| Amelioration Allowance      |  |            |            |            |              |
| Clothing / Uniform          | 6,000.00   |            |            |            | 6,000.00     |
| Medical Benefits            |  |            |            |            |              |
| Bonus & Incentives          |  | 94,889.00  |            | 5,000.00   | 99,889.00    |
| Mid - Year                  |  |            |            |            |              |
| Year End                    |  |            |            |            |              |
| Cash Gift                   |  |            |            |            |              |
| C N A                       |  |            |            |            |              |
| PEI                         |  |            |            |            |              |
| Dependent's Allowance       |  |            |            |            |              |
| Others                      |  |            |            |            |              |
| Representation Expense      |  | 45,429.11  | 86,538.00  |            | 131,967.11   |
| Reimbursible Expenses       |  |            |            |            |              |
| Indirect Benefits           |  |            |            |            |              |
| Sub- Total                  | 353,667.00   | 475,985.11 | 422,205.00 | 482,556.00 | 1,734,413.11 |
| Add: EMES                   |  |            |            | 30,740.00  | 30,740.00    |
| TOTAL                       | 353,667.00   | 475,985.11 | 422,205.00 | 513,296.00 | 1,765,153.11 |

Prepared By:

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Date:

Date:

Date:

For the four ( 4 ) quarters of 2018

|                                       | 1st   | 2nd        | 3rd        | 4th        | Annual       |
|---------------------------------------|---|------------|------------|------------|--------------|
| Name:                                 | HERNANDO TABUCOL CABRERA                        |            |            |            |              |
| TIN No.                               | 138-809-569                                     |            |            |            |              |
| Name of Agency                        | LIGHT RAIL TRANSIT AUTHORITY<br>( Mother Unit ) |            |            |            |              |
| Position / Designation                | Board Secretary                                 |            |            |            |              |
| Months Served                         | 12 months                                       |            |            |            |              |
| Basic Salary                          | 223,191.00                                      | 224,701.67 | 226,536.00 | 226,536.00 | 900,964.67   |
| Allowances & Other Benefits           |   |            |            |            |              |
| PERA / ADCOM                          | 6,000.00  | 6,000.00   | 6,000.00   | 6,000.00   | 24,000.00    |
| Per Diem on Board Meetings            |   |            |            |            |              |
| Honorarium                            | 15,000.00                                       | 13,750.00  | 15,000.00  | 15,000.00  | 58,750.00    |
| Representation Allowance              |   |            |            |            |              |
| Transportation Allowance              |   |            |            |            |              |
| Gasoline Allowance                    |   |            |            |            |              |
| Food Subsidy                          |   |            |            |            |              |
| Longevity Pay                         |   |            |            |            |              |
| Amelioration Allowance                |   |            |            |            |              |
| Clothing / Uniform                    | 6,000.00  |            |            | 5,000.00   | 6,000.00     |
| Medical Benefits                      |   |            |            |            |              |
| Bonus & Incentives                    |   | 74,397.00  |            |            | 74,397.00    |
| Mid - Year                            |   |            |            |            | 75,512.00    |
| Year End                              |   |            |            |            | 5,000.00     |
| Cash Gift                             |   |            |            |            | 25,000.00    |
| C N A                                 |   |            |            |            | 5,000.00     |
| PEI                                   |   |            |            |            |              |
| Dependent's Allowance                 |   |            |            |            |              |
| Others                                |   |            |            |            |              |
| Representation Expense                |   |            | 20,458.50  | 16,522.25  | 36,980.75    |
| Reimbursible Expenses                 |   |            |            |            |              |
| Indirect Benefits                     |   |            |            |            |              |
| Sub - Total                           | 250,191.00                                      | 318,848.67 | 267,994.50 | 379,570.25 | 1,276,604.42 |
| Add: EWEs ( January - December 2017 ) | 72,000.00                                       |            |            |            | 72,000.00    |
| TOTAL                                 | 322,191.00                                      | 318,848.67 | 267,994.50 | 379,570.25 | 1,288,604.42 |

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Date: \_\_\_\_\_

Date: \_\_\_\_\_

  
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REPORTS ON SALARIES AND ALLOWANCES ( ROSA ) Including Extraordinary and Miscellaneous Expenses Received by Principal Officers and Members Governing Boards of Government and / or Controlled Corporations and their Subsidiaries and Secretaries, Undersecretarie and Assistant Secretaries of National Government Agencies

For the four ( 4 ) quarters of 2018

|  | 1st        | 2nd        | 3rd       | 4th       | Annual     |
|--|------------|------------|-----------|-----------|------------|
| Name: DIMAPUNO R. DATU                       |            |            |           |           |            |
| TIN No. 133-549-309                          |            |            |           |           |            |
| Name of Agency Private Sector Representative |            |            |           |           |            |
| Position / Designation Board of Directors    |            |            |           |           |            |
| Months Served 12 months                      |            |            |           |           |            |
| Basic Salary                                 |            |            |           |           |            |
| Allowances & Other Benefits                  |            |            |           |           |            |
| PERA / ADCOM                                 | 64,000.00  | 96,000.00  | 40,000.00 | 40,000.00 | 240,000.00 |
| Per Diem on Board Meetings                   |            |            |           |           |            |
| Honorarium                                   |            |            |           |           |            |
| Representation Allowance                     |            |            |           |           |            |
| Transportation Allowance                     |            |            |           |           |            |
| Gasoline Allowance                           |            |            |           |           |            |
| Food Subsidy                                 |            |            |           |           |            |
| Longevity Pay                                |            |            |           |           |            |
| Amelioration Allowance                       |            |            |           |           |            |
| Clothing / Uniform                           |            |            |           |           |            |
| Medical Benefits                             |            |            |           |           |            |
| Bonus & Incentives                           |            |            |           |           |            |
| Dependent's Allowance                        |            |            |           |           |            |
| Others                                       |            |            |           |           |            |
| Reimbursible Expenses                        | 51,483.43  | 49,742.80  | 57,276.97 | 54,219.29 | 212,722.49 |
| Indirect Benefits                            |            |            |           |           |            |
| Sub- Total                                   |            |            |           |           |            |
| Add: EMES                                    |            |            |           |           |            |
| TOTAL  | 115,483.43 | 145,742.80 | 97,276.97 | 94,219.29 | 452,722.49 |

Light Rail Transit Authority,  
Commission on Audit  
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2018/03/29/16:21/8

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Date:

Erroneously reported as honorarium for the second Quarter

REPORTS ON SALARIES AND ALLOWANCES ( ROSA ) Including Extraordinary and Miscellaneous Expenses Received by Principal Officers and Members Governing Boards of Government and / or Controlled Corporations and their Subsidiaries and Secretaries, Undersecretarie and Assistant Secretaries of National Government Agencies


For the four ( 4 ) quarters of 2018

|  | 1st        | 2nd | 3rd | 4th | Annual     |
|--|------------|-----|-----|-----|------------|
| Name: FELIX GERARD R. LEYSON                                     |            |     |     |     |            |
| TIN No. 118 - 944 - 680  |            |     |     |     |            |
| Name of Agency LIGHT RAIL TRANSIT AUTHORITY ( Mother Unit )      |            |     |     |     |            |
| Position / Designation OIC, Deputy Administrator for Engineering |            |     |     |     |            |
| Months Served 3 months   |            |     |     |     |            |
| Basic Salary   | 284,667.00 |     |     |     | 284,667.00 |
| Allowances & Other Benefits                                      |            |     |     |     |            |
| PERA / ADCOM   | 6,000.00   |     |     |     | 6,000.00   |
| Per Diem on Board Meetings                                       |            |     |     |     |            |
| Honorarium   | 27,000.00  |     |     |     | 27,000.00  |
| Representation Allowance   | 27,000.00  |     |     |     | 27,000.00  |
| Transportation Allowance   |            |     |     |     |            |
| Gasoline Allowance   |            |     |     |     |            |
| Food Subsidy   |            |     |     |     |            |
| Longevity Pay  |            |     |     |     |            |
| Amelioration Allowance   |            |     |     |     |            |
| Clothing / Uniform   | 6,000.00   |     |     |     | 6,000.00   |
| Medical Benefits   |            |     |     |     |            |
| Bonus & Incentives   |            |     |     |     |            |
| Dependent's Allowance  |            |     |     |     |            |
| Others   |            |     |     |     |            |
| Reimbursible Expenses  |            |     |     |     |            |
| Indirect Benefits  |            |     |     |     |            |
| Sub- Total   |            |     |     |     |            |
| Add: EMES  |            |     |     |     |            |
| TOTAL  | 350,667.00 |     |     |     | 350,667.00 |

Prepared By:

Verified By:

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Date: \_\_\_\_\_