

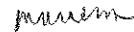
OFFICERS' SALARY, ALLOWANCES, INCENTIVES AND BENEFITS AS OF DECEMBER 31, 2016

PHILIPPINE COCONUT AUTHORITY


Position Title	No.	Grade	Step	Name of Incumbent	Actual Basic Salary	Annual Basic Salary	Standard Allowance					Specific Purpose Allowance	Incentives and Benefits					total	
							PERA	Uniform/ Clothing Allowances	Year-end Bonus	Mid-Year Bonus	Cash Gift	RATA	PEI	PBB	C N A	Loyalty	L P		
Administrator	1	30	1	Avelino L. Andal	78,946	947,352	24,000	5,000	78,946	78,946	5,000	264,000	5,000	-	-	-	-	-	1,408,244
Deputy Administrator	1	28	1	Glenn B. Santos	67,684	812,208	24,000	5,000	67,684	67,684	5,000	216,000	5,000	-	-	-	-	-	1,202,576
Deputy Administrator	1	28	2	Rose M. Rosales	68,428	821,136	24,000	5,000	68,428	68,428	5,000	216,000	5,000	-	-	-	-	-	1,212,992
Head Executive Assistant*	1	27		Editha M. Haway- Dec/16								17,000							17,000
				Lea Anna D. Cuarto - OIC HEA	42,652	511,824	24,000	5,000	42,652	42,652	5,000	187,000	5,000	-	-	-	-	-	823,126
Department Manager III	1	26	1	Ramon L. Rivera	58,028	696,336	24,000	5,000	58,028	58,028	5,000	204,000	5,000	-	-	-	-	-	1,055,392
Regional Manager III	1	26	1	Marvi V. Marasigan	58,028	696,336	24,000	5,000	58,028	58,028	5,000	204,000	5,000	-	-	-	-	-	1,055,392
Regional Manager III	1	26	1	Erlene C. Manohar	58,028	696,336	24,000	5,000	58,028	58,028	5,000	204,000	5,000	-	-	-	-	4,440	1,059,832
Regional Manager III	1	26	2	Mateo B. Zipagan	58,666	703,992	24,000	5,000	58,666	58,666	5,000	204,000	5,000	-	-	-	-	-	1,064,324
Regional Manager III	1	26	1	Timoteo R. Lago, Jr.	58,028	696,336	24,000	5,000	58,028	58,028	5,000	204,000	5,000	-	-	-	-	-	1,055,392
Regional Manager III	1	26	1	Ralph S. Hamoy	58,028	696,336	24,000	5,000	58,028	58,028	5,000	204,000	5,000	-	-	-	-	4,800	1,060,192
Regional Manager III	1	26	8	Luis G. Cruz	62,646	751,752	24,000	5,000	62,646	62,646	5,000	204,000	5,000	-	-	-	5,000	4,800	1,129,844
Regional Manager III	1	26	1	Teofimo C. Jalos	58,028	696,336	24,000	5,000	58,028	58,028	5,000	204,000	5,000	-	-	-	5,000	-	1,060,392
Regional Manager III	1	26	2	Rex B. Buac	58,666	703,992	24,000	5,000	58,666	58,666	5,000	204,000	5,000	-	-	-	-	4,440	1,068,764
Regional Manager III	1	26	1	Ramon R. Barbosa	58,028	696,336	24,000	5,000	58,028	58,028	5,000	204,000	5,000	-	-	-	-	-	1,055,392
Regional Manager III	1	26	1	Marina B. Wahab	58,028	696,336	24,000	5,000	58,028	58,028	5,000	204,000	5,000	-	-	-	-	4,800	1,060,192
Attorney V	1	25	1	Marlon N. Terrado - OIC	53,730	644,760	24,000	5,000	53,730	53,730	5,000	180,000	5,000	-	-	-	-	-	971,220
Department Manager II	1	25		Eduardo F. Suarez	58,666	703,992	24,000	5,000	58,666	58,666	5,000	180,000	5,000	-	-	-	-	-	1,040,324
Department Manager II	1	25		Hernani S. Yap	58,666	703,992	24,000	5,000	58,666	58,666	5,000	180,000	5,000	-	-	-	-	-	1,040,324
Department Manager II	1	25	1	Dennis D. Andres	53,730	644,760	24,000	5,000	53,730	53,730	5,000	180,000	5,000	-	-	-	-	-	971,220
Department Manager II	1	25	1	Cristeta A. Cueto	53,730	644,760	24,000	5,000	53,730	53,730	5,000	180,000	5,000	-	-	-	-	-	971,220
Department Manager II	1	25	1	Liberty H. Canja	53,730	644,760	24,000	5,000	53,730	53,730	5,000	180,000	5,000	-	-	-	-	-	971,220
Board Secretary V	1	24	1	Andrew Ian P. Edrada	49,750	597,000	24,000	5,000	49,750	49,750	5,000	120,000	5,000	-	-	-	-	-	855,500
Department Manager I	1	24	1	Lea N. Buenaagua	49,750	597,000	24,000	5,000	49,750	49,750	5,000	180,000	5,000	-	-	-	-	-	915,500
Department Manager I	1	24	6	Bonifacio B. Pangahas	52,547	630,564	24,000	5,000	52,547	52,547	5,000	180,000	5,000	-	-	-	-	4,680	959,338
Department Manager I	1	24	8	Zenaida a. Leoncio	53,709	644,508	24,000	5,000	53,709	53,709	5,000	180,000	5,000	-	-	-	-	4,680	975,606
Division Chief III	1	24	1	Susan G. Yecla	49,750	597,000	24,000	5,000	49,750	49,750	5,000	120,000	5,000	-	-	-	-	-	855,500
Division Chief III	1	24	2	Madeleine M. Corpuz	50,297	603,564	24,000	5,000	50,297	50,297	5,000	120,000	5,000	-	-	-	-	-	863,158
Division Chief III	1	24	8	Edsel B. Pabellano	53,709	644,508	24,000	5,000	53,709	53,709	5,000	120,000	5,000	-	-	-	-	-	910,926
Division Chief III	1	24	1	Edgardo Q. del Rosario	49,750	597,000	24,000	5,000	49,750	49,750	5,000	120,000	5,000	-	-	-	-	-	855,500
Division Chief III	1	24	1	Rosella B. Villanuel	49,750	597,000	24,000	5,000	49,750	49,750	5,000	120,000	5,000	-	-	-	-	-	855,500
Division Chief III	1	24	1	Luz Brenda P. Balibrea	49,750	597,000	24,000	5,000	49,750	49,750	5,000	120,000	5,000	-	-	-	-	-	855,500
Division Chief III	1	24	1	Pablo A. Romero	49,750	597,000	24,000	5,000	49,750	49,750	5,000	120,000	5,000	-	-	-	5,000	4,320	864,820
Division Chief III	1	24	1	Marianita N. Eroy	49,750	597,000	24,000	5,000	49,750	49,750	5,000	120,000	5,000	-	-	-	-	-	855,500
Division Chief III	1	24	1	Ma. Cefia M. Raquero	49,750	597,000	24,000	5,000	49,750	49,750	5,000	120,000	5,000	-	-	-	-	-	855,500
Division Chief III	1	24	7	Gerardo B. Baylon	53,125	637,500	24,000	5,000	53,125	53,125	5,000	120,000	5,000	-	-	-	-	-	902,750
Division Chief III	1	24	4	Luisito J. Peñamora	51,410	616,920	24,000	5,000	51,410	51,410	5,000	120,000	5,000	-	-	-	-	-	878,740
Division Chief I***	1	24	3	Reynato P. Dubongco	50,850	610,200	24,000	5,000	50,850	50,850	5,000	120,000	5,000	-	-	-	-	-	870,900
Division Chief I	1	22	1	Teofila F. Lingon	42,652	511,824	24,000	5,000	42,652	42,652	5,000	120,000	5,000	-	-	-	-	4,920	761,048
Division Chief I	1	22	1	Judy P. Pingco	42,652	511,824	24,000	5,000	42,652	42,652	5,000	120,000	5,000	-	-	-	-	-	756,128
Division Chief I	1	22	1	Edilberto M. Nicolas	42,652	511,824	24,000	5,000	42,652	42,652	5,000	120,000	5,000	-	-	-	-	4,560	760,688
Division Chief I	1	22	1	Eleazar O. Parohinog	42,652	511,824	24,000	5,000	42,652	42,652	5,000	120,000	5,000	-	-	-	-	4,440	760,568
Division Chief I	1	22	1	Loreta T. dela Cruz	42,652	511,824	24,000	5,000	42,652	42,652	5,000	120,000	5,000	-	-	-	-	-	756,128
Division Chief I	1	22	5	Joselito R. Alcantara	44,560	534,720	24,000	5,000	44,560	44,560	5,000	120,000	5,000	-	-	-	-	-	782,840
Division Chief I	1	22	2	Ronaldo H. Rosales	43,121	517,452	24,000	5,000	43,121	43,121	5,000	120,000	5,000	-	-	-	-	-	762,694
Division Chief I	1	22	5	Jasme C. Garnier	44,560	534,720	24,000	5,000	44,560	44,560	5,000	120,000	5,000	-	-	-	-	-	782,840
Division Chief I	1	22	3	Lani M. Lapan	43,596	523,152	24,000	5,000	43,596	43,596	5,000	120,000	5,000	-	-	-	-	-	769,344
Division Chief I	1	22	6	Alejandro Eduardo O. Olaguera	45,050	540,600	24,000	5,000	45,050	45,050	5,000	120,000	5,000	-	-	-	-	4,680	794,380
Division Chief I	1	22	2	Editha P. Idrani	43,121	517,452	24,000	5,000	43,121	43,121	5,000	120,000	5,000	-	-	-	-	5,040	767,734
Division Chief I	1	22	1	Alvin R. Trespeces	42,652	511,824	24,000	5,000	42,652	42,652	5,000	120,000	5,000	-	-	-	-	-	756,128
Division Chief I	1	22	2	John I. Villareal	43,121	517,452	24,000	5,000	43,121	43,121	5,000	120,000	5,000	-	-	-	-	-	762,694
Division Chief I	1	22	4	Plevy R. Raco	44,075	528,900	24,000	5,000	44,075	44,075	5,000	120,000	5,000	-	-	-	5,000	-	781,050
Division Chief I	1	22	8	Jeffrey A. delos Reyes	46,047	552,564	24,000	5,000	46,047	46,047	5,000	120,000	5,000	-	-	-	-	-	803,658
Division Chief I	1	22	6	Rodrigo G. Gamarcha, Jr.	45,050	540,600	24,000	5,000	45,050	45,050	5,000	120,000	5,000	-	-	-	-	-	789,700
Division Chief I	1	22	1	Joel P. Solls	42,652	511,824	24,000	5,000	42,652	42,652	5,000	120,000	5,000	-	-	-	-	-	756,128
Division Chief I	1	22	2	Brendan T. Trasmonte	43,596	523,152	24,000	5,000	43,596	43,596	5,000	120,000	5,000	-	-	-	-	-	769,344

Position Title	No.	Grade	Step	Name of Incumbent	Actual Basic Salary	Annual Basic Salary	Standard Allowance					Specific Purpose Allowance	Incentives and Benefits					total		
							PERA	Uniform/ Clothing Allowances	Year-end Bonus	Mid-Year Bonus	Cash Gift	RATA	PEI	PBB	C N A	Loyalty	L P			
Division Chief I	1	22	1	Johndom B. Domagtoy	42,652	511,824	24,000	5,000	42,652	42,652	5,000	120,000	5,000	-	-	-	-	-	756,128	
Division Chief I	1	22	1	Emiliano M. Romero	42,652	511,824	24,000	5,000	42,652	42,652	5,000	120,000	5,000	-	-	-	-	-	756,128	
Division Chief I	1	22	4	Emiberto D. Acasio	44,075	528,900	24,000	5,000	44,075	44,075	5,000	120,000	5,000	-	-	-	-	-	781,050	
Division Chief I	1	22	1	Joel O. Filapil - OIC RM	42,652	511,824	24,000	5,000	42,652	42,652	5,000	204,000	5,000	-	-	-	5,000	-	845,128	
Division Chief I	1	22	1	Menardo S. Montano	42,652	511,824	24,000	5,000	42,652	42,652	5,000	120,000	5,000	-	-	-	5,000	-	761,128	
Division Chief I	1	22	4	Efren P. Carba	44,075	528,900	24,000	5,000	44,075	44,075	5,000	120,000	5,000	-	-	-	5,000	-	776,050	
Division Chief I	1	22	1	Frighediano E. Arcamo	42,652	511,824	24,000	5,000	42,652	42,652	5,000	120,000	5,000	-	-	-	-	4,560	760,688	
Division Chief I	1	22	4	Joel B. Oclarit	44,075	528,900	24,000	5,000	44,075	44,075	5,000	120,000	5,000	-	-	-	-	-	776,050	
Division Chief I	1	22	8	Socorro Sofia L. Pueblo	46,047	552,564	24,000	5,000	46,047	46,047	5,000	120,000	5,000	-	-	-	-	4,680	808,338	
Division Chief I	1	22	1	Noel A. Prieto	42,652	511,824	24,000	5,000	42,652	42,652	5,000	120,000	5,000	-	-	-	-	-	756,128	
Division Chief I	1	22	5	Daniilo R. Corpuz	44,560	534,720	24,000	5,000	44,560	44,560	5,000	120,000	5,000	-	-	-	-	-	782,840	
Division Chief I	1	22	1	Joselito C. Panogot	42,652	511,824	24,000	5,000	42,652	42,652	5,000	120,000	5,000	-	-	-	-	-	756,128	
Division Chief I	1	22	1	Nereo L. Garcia	42,652	511,824	24,000	5,000	42,652	42,652	5,000	120,000	5,000	-	-	-	-	-	756,128	
Division Chief I	1	22	1	Jonathan H. Vicente	42,652	511,824	24,000	5,000	42,652	42,652	5,000	120,000	5,000	-	-	-	-	-	756,128	
Division Chief I	1	22	5	George D. Rasonabe	44,560	534,720	24,000	5,000	44,560	44,560	5,000	120,000	5,000	-	-	-	-	-	782,840	
Division Chief I	1	22	2	Nur-aina A. Ingkagan	43,121	517,452	24,000	5,000	43,121	43,121	5,000	120,000	5,000	-	-	-	-	-	762,694	
Division Chief I	1	22	7	Samad L. Wahab	45,546	546,552	24,000	5,000	45,546	45,546	5,000	120,000	5,000	-	-	-	-	4,800	801,444	
Administrative Officer III	1	18	1	Marcel C. Cuaresma - OIC HRD	31,351	376,212	24,000	5,000	31,351	31,351	5,000	120,000	5,000	-	-	-	-	-	597,914	
Sr. Science Research Specialist	1	19	2	Josephine T. Nieva - OIC, FPD	34,231	410,772	24,000	5,000	34,231	34,231	5,000	120,000	5,000	-	-	-	-	-	638,234	
Sr. Science Research Specialist	1	19	2	Neil J. Melencion - OIC, ASFSD	34,231	410,772	24,000	5,000	34,231	34,231	5,000	120,000	5,000	-	-	-	5,000	-	643,234	
Sr. Science Research Specialist	1	19	8	Gil G. Manalo - OIC, ICD	36,554	438,648	24,000	5,000	36,554	36,554	5,000	120,000	5,000	-	-	-	-	-	670,756	
Agriculturist II	1	15	6	Inocencio F. Fampulme - OIC	26,286	315,432	24,000	5,000	26,286	26,286	5,000	120,000	5,000	-	-	-	5,000	-	532,004	
Agriculturist II	1	15	8	Jerry M. Bacolod - OIC	26,868	322,416	24,000	5,000	26,868	26,868	5,000	120,000	5,000	-	-	-	-	-	535,152	
Project Development Officer IV	1	22	1	Francis B. Fegarido - OIC RM	42,652	511,824	24,000	5,000	42,652	42,652	5,000	204,000	5,000	-	-	-	-	-	840,128	
Senior Agriculturist	1	18	2	Jaime M. Nuñez - OIC	31,696	380,352	24,000	5,000	31,696	31,696	5,000	120,000	5,000	-	-	-	5,000	-	607,744	
Senior Agriculturist	1	18	2	Romeo F. Floretes - OIC	31,696	380,352	24,000	5,000	31,696	31,696	5,000	120,000	5,000	-	-	-	-	-	602,744	
Project Development Officer IV	1	22	1	Ferdinand D. Acaylar - OIC	42,652	511,824	24,000	5,000	42,652	42,652	5,000	120,000	5,000	-	-	-	-	-	756,128	
Senior Agriculturist	1	18	1	Charlita J. Angon - OIC	31,351	376,212	24,000	5,000	31,351	31,351	5,000	120,000	5,000	-	-	-	-	4,680	602,594	
Senior Agriculturist	1	18	5	Manuel G. Octubre - OIC	32,753	393,036	24,000	5,000	32,753	32,753	5,000	120,000	5,000	-	-	-	-	-	617,542	
Senior Agriculturist	1	18	4	Rolando R. Callo - OIC	32,397	388,764	24,000	5,000	32,397	32,397	5,000	120,000	5,000	-	-	-	-	-	612,558	
Senior Agriculturist	1	18	2	Edgar S. Oliveros - OIC	31,696	380,352	24,000	5,000	31,696	31,696	5,000	120,000	5,000	-	-	-	-	-	602,744	
Senior Agriculturist	1	18	6	Michael C. Colon - OIC	33,113	397,356	24,000	5,000	33,113	33,113	5,000	120,000	5,000	-	-	-	-	-	622,582	
Agriculturist II	1	15	8	Joseph Macpel R. Cadavis - OIC	26,868	322,416	24,000	5,000	26,868	26,868	5,000	120,000	5,000	-	-	-	-	-	535,152	
Agriculturist II	1	15	8	Pento D. Pangcatan - OIC	26,868	322,416	24,000	5,000	26,868	26,868	5,000	120,000	5,000	-	-	-	-	-	535,152	
Senior Agriculturist	1	18	1	Onesima J. Hayawan - OIC	31,351	376,212	24,000	5,000	31,351	31,351	5,000	120,000	5,000	-	-	-	-	-	597,914	
	90				91	4,156,563	49,878,756	2,160,000	450,000	4,156,563	4,156,563	450,000	12,852,000	450,000	-	-	-	50,000	79,320	74,683,202

Prepared by:


MARCEL C. CUARESMA
 Officer-in-Charge
 Human Resource Division

Certified Correct:


HERNANI S. YAP
 Department Manager II
 Administrative & General Services Department

Approved by:


AVELINO L. ANDAL
 Administrator