

**[CIRCULAR LETTER NO. 2002-2, JANUARY 2,
2002, January 02, 2002]**

**GRANT OF PERSONNEL BENEFITS TO MEMBERS AND EX-OFFICIO
MEMBERS OF THE BOARD OF DIRECTORS**

1.0 The Department of Budget and Management has been receiving numerous requests and queries from GOCCs and GFIs on the grant of personnel benefits to Members and Ex-officio Members of the Board of Directors, such as Year-End Benefits (YEB), Personnel Economic Relief Allowance (PERA), Additional Compensation (ADCOM) and retirement benefits notwithstanding the policies and rules issued therefor.

2.0 To clarify and address issues/requests concerning the same, the following compensation policies are hereby reiterated:

2.1 PERA, ADCOM, YEB and retirement benefits, are personnel benefits granted in addition to salaries. As fringe benefits, these shall be paid only when the basic salary is also paid.

2.2 Members of the Board of Directors of agencies are not salaried officials of the government.

2.3 As non-salaried officials they are not entitled to PERA, ADCOM, YEB and retirement benefits unless expressly provided by law.

2.4 Department Secretaries, Undersecretaries and Assistant Secretaries who serve as Ex-officio Members of the Board of Directors are not entitled to any remuneration in line with the Supreme Court ruling that their services in the Board are already paid for and covered by the remuneration attached to their office.

3.0 Please be guided accordingly.

Adopted: 02 Jan. 2002

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