



IRIGA CITY WATER DISTRICT

RUFINO LLAGAS SR. ST., SAN ROQUE, IRIGA CITY
Tel. Nos. (054) 299-6504 *Telefax (054) 299-5709

SECRETARY'S CERTIFICATE

KNOW ALL MEN BY THESE PRESENTS:

I, **ATTY. REYNEL M. BERIÑA**, Secretary to the Board of Directors of the Iriga City Water District (ICWD) hereby certify that in the meeting of the ICWD Board of Directors held on November 23, 2016 at ICWD Office, San Roque, Iriga City, in which meeting majority of the members of the board were present thus constituting a quorum, the following resolution was passed and approved:

RESOLUTION NO. 36 Series of 2016

RESOLUTION APPROVING AND ENACTING THE BUDGET OF THE IRIGA CITY WATER DISTRICT (ICWD) FOR THE YEAR 2017

WHEREAS, the ICWD is required to enact and approve a budget for its operation for the year 2017;

NOW THEREFORE, upon motion of Dir. Turiano, seconded by Dir, Bagamasbad, Jr,

BE IT RESOLVED as it is hereby RESOLVED enacting and approving the hereto Budget of the Iriga City Water District (ICWD) for FY 2017;

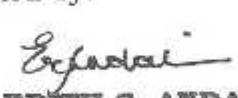
APPROVED.

I further certify that the said resolution is still in full force and effect and has not been amended, revoked nor modified.

Issued this 23rd day of November 2016 at Iriga City, Philippines.


ATTY. REYNEL M. BERIÑA
Board Secretary

Attested by:


DIR. EDITH C. ANDALIS
Presiding Officer

2017 BUDGET TARGETS and ASSUMPTIONS

A. REVENUES

1. Projected new connections : 45 connections per month

2. Average consumptions, in cuM, per month:

Residential	20
Commercial	50
Semi-Commercial A	20
Semi-Commercial B	20
Government	95
Nabua	6,000

3. Approved water rates (February 13, 2001)

**EFFECTIVE
Nov. 1, 2011**

CLASSIFICATION

Residential

Minimum charge	0 to 10	214.95
Commodity charge	11 to 20	23.45
	21 to 30	25.45
	31 to 40	28.20
	41 & above	31.50

Commercial

Minimum charge	0 to 10	429.90
Commodity charge	11 to 20	46.90
	21 to 30	50.90
	31 to 40	56.40
	41 & above	63.00

Semi-Commercial A

Minimum charge	0 to 10	376.15
Commodity charge	11 to 20	41.05
	21 to 30	44.55
	31 to 40	49.35
	41 & above	55.15

Semi-Commercial B

Minimum charge	0 to 10	322.45
Commodity charge	11 to 20	35.20
	21 to 30	38.20
	31 to 40	42.30
	41 & above	47.25



Government

Minimum charge	0 to 10	214.95
Commodity charge	11 to 20	23.45
	21 to 30	25.45
	31 to 40	28.20
	41 & above	31.50

Nabua

6,000	11.00
-------	-------

4. Percent increase (decrease) VS. Projected Actual

	<u>Budget</u> <u>Year 2017</u>	<u>Projected</u> <u>Actual 2016</u>	<u>Inc. (Dec.)</u> <u>Percent</u>
Income from Waterworks Sys.	87,530,758.00	83,001,892.00	5.46
Other Business Income	1,935,000.00	2,221,092.00	(12.88)
Fines and Penalties-Business Income	3,691,123.00	3,007,005.00	22.75
Other Fines & Penalties	50,000.00	0.00	
Interest Revenue	251,340.00	344,932.00	(27.13)
Miscellaneous Income	20,000.00	6,068.00	228.52
TOTAL REVENUES	93,478,221.00	88,581,009.00	5.53

5. Percent Increase (decrease) VS. Budget 2016

	<u>Budget</u> <u>Year 2017</u>	<u>Budget</u> <u>Year 2016</u>	<u>Inc. (Dec.)</u> <u>Percent</u>
Income from Waterworks Sys.	87,530,758.00	84,423,742.00	3.68
Other Business Income	1,935,000.00	16,332,000.00	(88.15)
Fines and Penalties-Business Income	3,691,123.00	3,390,457.00	8.87
Other Fines & Penalties	50,000.00	10,000.00	400.00
Interest Revenue	251,340.00	244,267.00	2.90
Miscellaneous Income	20,000.00	20,000.00	0.00
TOTAL REVENUES	93,478,221.00	104,420,466.00	(10.48)

B. EXPENDITURES**1. PAYROLL : Percent increase vs Budget 2015**

Budget 2017	20,074,824.00
Budget 2016	19,254,732.00
Change	4.26%
Budget 2017	20,074,824.00
Projected Actual 2016	13,731,440.00
Change	46.20%

The payroll cost covers existing positions. Furthermore, there are appropriations of increase based on the 2016 Salary Standardization Law (to be applied in four tranches) plus step increment if applicable.



2. The company's employees benefits include the following:

- > 13th month pay and cash gift
- > Monthly PERA/ACA
- > RATA for the General Manager and Division Managers
- > Rice and grocery allowances per month
- > Performance Based bonus (PBB) and Productivity Enhancement Incentive (PEI)
- > Government share on GSIS, Phil. Health, PAG-IBIG, and ECC
- > Loyalty incentive bonus
- > Clothing and uniform allowance
- > Medical and dental allowance
- > Emergency relief allowance
- > Efficiency Incentive bonus
- > Financial Assistance
- > Retirement Benefit
- > Monetization
- > Overtime Pay
- > Other benefits that may be declared by proper authority.

3. Each member of the board is appropriated to receive per diem of P3,675.00 per meeting (Category C) and also Performance-based bonus.

4. Fuel and power costs are based on the following :

Fuel cost, including lubricating oil, was based on estimated annual consumption of 149,440 liters @ P25.00 per liter plus cost for lubricating oil and others.

Power cost was based on total weighted unit cost of P 11.00 per KWH with estimated annual consumption of 1,363,636 KWH.

5. Debt service to DBP due to buy-out amounts to P 10,543,566.87 for the year, which is composed of :

> Principal	4,398,391.57
> Interest	6,145,175.30
	<u>10,543,566.87</u>

6. For this year a fund is set up for the Gender and Development Program included in Other Maintenance & Operating Expenses.

7. Allowance for bad debts is to be based from applying the ageing of accounts method.

8. Capital Expenditures budget for 2017 shows a sum of P 27,021,104.64.

9. Cash flows budget provides net cash balance of P 843,321.06 at year-end.

Prepared by :

Approved by :


SALVADOR D. ALCOMENDAS
Sr. Corporate Accountant C


ROMULO M. CORPORAL, JR.
General Manager



IRIGA CITY WATER DISTRICT

BUDGETED INCOME STATEMENT with comparative figures year 2017 and 2016

INCOME	CODE	2017	2016	CHANGE	
				Amount [Inc./ (Dec)]	Percent [Inc./ (Dec)]
Business Income					
Income from water works system	639	87,533,757.60	84,423,741.60	3,110,016.00	3.68
Other Business Income	648	1,935,000.00	1,632,000.00	303,000.00	18.57
Fines and Penalties-Business Income	650	3,691,123.48	3,390,457.46	300,666.02	8.87
Other Fines & Penalties	679	50,000.00	10,000.00	40,000.00	400.00
GROSS INCOME		93,209,881.08	89,456,199.06	3,753,682.02	4.20
OTHER GENERAL INCOME					
Miscellaneous Income	678	20,000.00	20,000.00	0.00	0.00
Interest Income	664	251,340.00	244,267.00	7,073.00	2.90
TOTAL INCOME		93,481,221.08	89,720,466.06	3,760,755.02	4.19
Less : EXPENSES					
Personnel Services		37,552,670.23	33,327,582.20	4,225,088.03	12.68
Maintenance & Other Operating Expenses [before Bad Debts, Depreciation, and Interest Expense]		37,379,017.05	35,001,673.62	2,377,343.43	6.79
		74,931,687.28	68,329,255.82	6,602,431.46	9.66
NET INCOME [before Bad Debts, Depreciation, and Interest Expense]		18,549,533.80	21,391,210.24	(2,841,676.44)	(13.28)
Bad Debts	901	250,000.00	250,000.00	0.00	0.00
Depreciation		8,000,000.00	8,000,000.00	0.00	0.00
Interest Expense	975	6,145,175.30	6,145,175.30	0.00	0.00
		14,395,175.30	14,395,175.30	0.00	0.00
NET INCOME		4,154,358.50	6,996,034.94	(2,841,676.44)	(40.62)

Prepared by :

SALVADOR D. ALCOMENDAS
Sr. Corporate Accountant C

Approved by :

ROMULO M. CORPORAL, JR.
General Manager

2016 DETAILED BUDGETED EXPENSES

	CODE	2017	2016	CHANGE	
				Amount	Percent
				[Inc./Dec)]	[Inc./Dec)]
PERSONNEL EXPENSES					
Salaries & wages-Regular	701	14,593,632.00	13,777,008.00	816,624.00	5.93
Salaries & wages-Casual	705	3,263,592.00	1,986,924.00	1,276,668.00	0.00
Salaries & wages-Contractual	706	2,217,600.00	3,490,800.00	(1,273,200.00)	(36.47)
Personnel Economic Relief Allowance (PE)	711	486,000.00	438,000.00	48,000.00	10.96
Additional Compensation (ADCOM)	712	1,458,000.00	1,224,000.00	234,000.00	19.12
Representation Allowance (RA)	713	282,000.00	282,000.00	0.00	0.00
Transportation Allowance (TA)	714	282,000.00	282,000.00	0.00	0.00
Clothing/Uniform Allowance	715	350,000.00	275,000.00	75,000.00	27.27
Subsistence, Laundry & Quarter Allowance	716	1,302,000.00	1,155,000.00	147,000.00	12.73
Productivity Incentive Bonus	717	1,488,102.00	835,000.00	653,102.00	78.22
Honoraria	720	288,000.00	288,000.00	0.00	0.00
Overtime and Night Pay	723	500,000.00	450,000.00	50,000.00	11.11
Cash Gift	724	405,000.00	340,000.00	65,000.00	19.12
Year End Bonus	725	2,333,085.00	1,613,858.00	719,227.00	44.57
Lifetime & Retirement Insurance Contribu	731	2,236,467.23	1,819,000.20	417,467.03	22.95
Pag-ibig Contributions	732	97,200.00	81,600.00	15,600.00	19.12
Philhealth Contributions	733	187,650.00	175,050.00	12,600.00	7.20
ECC Contributions	734	97,200.00	81,600.00	15,600.00	19.12
Terminal Leave Benefits	742	608,068.50	520,060.00	88,008.50	16.92
Other Personnel Benefits	749	4,708,264.50	4,212,682.00	495,582.50	11.76
TOTAL PERSONNEL SERVICES		37,183,861.23	33,327,582.20	3,856,279.03	11.57

MAINTENANCE & OTHER OPERATING EXP

Traveling Expenses-Local	751	818,000.00	730,000.00	88,000.00	12.05
Training Expenses	753	418,000.00	418,000.00	0.00	0.00
Office Supplies Expenses	755	859,317.73	736,746.65	122,571.08	16.64
Accountable Forms Expenses	756	116,000.00	111,720.00	4,280.00	3.83
Gasoline, Oil & Lubricant Expenses	761	4,876,758.80	4,854,630.80	22,128.00	0.46
Chemical and Filtering Materials Expenses	xxx	884,000.00	884,000.00	0.00	0.00
Other Supplies Expenses	765	74,298.00	70,798.00	3,500.00	4.94
Water Expenses	766	104,722.76	53,230.89	51,491.87	96.73
Electricity Expenses	767	16,014,497.00	15,478,645.60	535,851.40	3.46
Cooking Gas Expenses	768	2,000.00	2,000.00	0.00	0.00
Postage & Deliveries	771	12,000.00	12,000.00	0.00	0.00
Telephone Expenses-Landline	772	115,243.80	124,255.68	(9,011.88)	(7.25)
Telephone Expenses-Mobile	773	256,800.00	268,800.00	(12,000.00)	(4.46)
Internet Expenses	774	80,400.00	74,400.00	6,000.00	8.06
Cable, Satellite, Telegraph and Radio Expe	775	8,600.00	8,600.00	0.00	0.00
Membership Dues & Contributions to					
Organizations	778	72,000.00	96,000.00	(24,000.00)	(25.00)
Awards and Indemnities	779	15,000.00	15,000.00	0.00	0.00
Advertising Expenses	780	140,000.00	140,000.00	0.00	0.00
Printing, Binding & Reproduction Expens	781	15,000.00	10,000.00	5,000.00	50.00
Rent expense	782				
Representation Expenses	783	122,000.00	122,000.00	0.00	0.00
Transportation and Delivery Expenses	784				
Subscription Expenses	786	11,600.00	11,600.00	0.00	0.00

Rewards & other claims	788	105,000.00	100,000.00	5,000.00	5.00
Legal Services	791	236,000.00	236,000.00	0.00	0.00
Auditing Services	792	396,150.90	100,000.00	296,150.90	296.15
Consultancy Services	793				
General Services	795	0.00	0.00	0.00	#DIV/0!
Security Services	797	432,000.00	432,000.00	0.00	0.00
Other Professional Services	799			0.00	0.00
Board Members Allow. & Other Benefits	800	1,019,700.00	661,500.00	358,200.00	54.15
Sys. & Structures	808	1,568,660.00	1,188,400.00	380,260.00	32.00
Repairs & Maint.-Other Infrastructure	809	420,760.00	419,969.50	790.50	0.19
Repairs & Maintenance-Office Building	811	250,000.00	250,000.00	0.00	0.00
Repairs & Maintenance-Office Equipment	821	50,000.00	50,000.00	0.00	0.00
Repairs & Maintenance-Furniture and Fixtures	822	40,000.00	30,000.00	10,000.00	33.33
Repairs & Maintenance-IT Equipment & Software	823	235,000.00	210,000.00	25,000.00	11.90
Repairs & Maintenance-Machineries	826	1,303,640.00	1,243,640.00	60,000.00	4.82
Repairs & Maintenance-Communication Equip.	829	10,000.00	10,000.00	0.00	0.00
Repairs & Maintenance-Firefighting Equipment	831	60,000.00	60,000.00	0.00	0.00
Repairs & Maintenance-Motor Vehicles	841	457,700.00	458,400.00	(700.00)	(0.15)
Donations	878	100,000.00	100,000.00	0.00	0.00
Taxes, Duties and Licenses	891	2,135,500.00	2,135,500.00	0.00	0.00
Fidelity Bond Premiums	892	15,750.00	12,000.00	3,750.00	31.25
Insurance Expenses	893	135,552.52	114,552.52	21,000.00	18.33
Discount on Income from Waterworks System	956	240,000.00	180,000.00	60,000.00	33.33
Other Maintenance & Operating Expenses	969	3,144,165.54	2,786,283.98	357,881.56	12.84
Bank Charges	971	1,000.00	1,000.00	0.00	0.00
EXPENSES (before Bad Debts, Depreciation, Interest Expense)		<u>37,372,817.08</u>	<u>35,001,673.62</u>	<u>2,371,143.43</u>	<u>6.77</u>
Bad Debts Expense	981	250,000.00	250,000.00	0.00	0.00
Depreciation		8,000,000.00	8,000,000.00	0.00	0.00
Interest Expenses	975	5,703,490.50	6,145,175.30	(441,684.80)	(7.19)
		<u>13,953,490.50</u>	<u>14,395,175.30</u>	<u>(441,684.80)</u>	<u>(3.07)</u>
TOTAL EXPENSES		<u>88,510,168.78</u>	<u>82,724,431.12</u>	<u>5,785,737.66</u>	<u>6.99</u>



IRIGA CITY WATER DISTRICT

Iriga City

CASH FLOW STATEMENT

with comparative figures year 2017 & 2016

	2017	2016	CHANGE	
			Amount [Inc./Dec.]	Percent [Inc./Dec.]
CASH INFLOWS:				
Collection of water bills/fees (96%)	83,792,407.30	81,046,791.94	2,745,615.36	3.39
Other Business Income	1,935,000.00	1,632,000.00	303,000.00	18.57
Fines and penalties	3,691,123.48	3,388,851.05	302,272.43	8.92
Collection NSC	5,000,000.00	5,000,000.00	0.00	0.00
Collection of prior year accounts	1,000,000.00	800,000.00	200,000.00	25.00
Fines and penalties-illegal connection	50,000.00	0.00	50,000.00	100.00
Miscellaneous income	20,000.00	30,000.00	(10,000.00)	(33.33)
Interest income	251,340.00	244,267.00	7,073.00	2.90
Other sources	8,331,000.00	12,611,000.00	(4,280,000.00)	(33.94)
TOTAL CASH INFLOWS	104,070,870.78	104,752,909.99	(682,039.21)	(0.65)
CASH OUTFLOWS:				
Personnel Services	37,183,861.23	33,327,582.20	3,856,279.03	11.57
Other Operating and Maintenance expenses	37,379,017.05	35,001,673.62	2,377,343.43	6.79
Loan Amortization	10,543,566.80	10,543,566.87	(0.07)	(0.00)
Reserve for Joint Account	2,000,000.00	2,296,544.00	(296,544.00)	(12.91)
Pension & benefit reserve	1,000,000.00	2,500,000.00	(1,500,000.00)	(60.00)
Payment of Prior accounts	2,000,000.00	3,300,960.05	(1,300,960.05)	(39.41)
Capitalized expenditures:				
>Technical Division	12,666,764.64	8,971,105.00	3,695,659.64	41.20
>Commercial Division	567,340.00	564,500.00	2,840.00	0.50
>Administrative Division	13,787,000.00	8,568,000.00	5,219,000.00	60.91
TOTAL CASH OUTFLOWS	117,127,549.72	105,073,931.74	12,053,617.98	11.47
NET CASH OUTFLOWS	(13,056,678.94)	(321,021.75)	(12,735,657.19)	3,967.23
Cash beginning of the Year	13,900,000.00	419,853.90	13,480,146.10	3,210.68
CASH END OF THE YEAR	843,321.06	98,832.15	744,488.91	753.29

Note : Other Sources includes the ff:

LBP-Operating Reserve	P	4,000,000.00	
DBP-Interest Income		100,000.00	80,000.00
PNB Current Account			3,000,000.00
Joint savings account		1,000,000.00	1,000,000.00
NLIF-LB		108,000.00	108,000.00
Time deposit			5,300,000.00
DPB Joint Savings Account		3,123,000.00	3,123,000.00
		8,331,000.00	12,611,000.00

**IRIGA CITY WATER DISTRICT
PLANTILLA 2017**

NAME	POSITION	SALARY GRADE	SALARY STEP	BASIC RATE	STEP INCREMENT			Proposed Salary Increase	BASIC RATE
					Effective	Adj. Step	Adj. Sal.		
1 Corporal Romulo M.	General Manager C	26	2	68,524.00				11,515.00	80,039.00
2 Cruzata Marietta H.	Division Manager C (Admin. Div.)	22	8	51,697.00				6,343.00	58,040.00
3 Marzan Maribeth O.	Division Manager C (Comm. Div.)	22	8	51,697.00				6,343.00	58,040.00
4 Rariza, Amalia D.	Division Manager C (Tech. Div.)	22	6	50,445.00	2/16/2017	22-7	57,258.00	6,813.00	57,258.00
5 Ronda, Anecito N.	Senior Quality Control Inspector	16	8	30,752.00				1,840.00	32,592.00
6 Alcomendras Salvador D.	Senior Corporate Accountant A	16	7	30,408.00				1,807.00	32,215.00
7 Gallo Juliet Annabelle H.	Cashier A	16	3	29,066.00				1,685.00	30,751.00
8 Adonima Analene A.	Administrative Service Officer A	16	1	28,417.00	1/2/2017	16-2	30,396.00	1,979.00	30,396.00
9 VACANT	Senior Engineer A	16	1	28,417.00				1,627.00	30,044.00
10 Fucio Joseph Livyses P.	Water/Sewerage Maintenance Head	16	1	28,417.00				1,627.00	30,044.00
11 Raris Jorel Feliciano Jr. R.	Water Utilities Management Officer A	16	1	28,417.00				1,627.00	30,044.00
12 Margate Kim Sergius R.	Senior Accounting Processor A	12	1	20,651.00				736.00	21,387.00
13 Cruzata Antonio Edwin S	Customer Service Assistant B	10	8	18,955.00				466.00	19,421.00
14 Andalis Antonio V	Customer Service Assistant B	10	8	18,955.00				466.00	19,421.00
15 Lagazon Paulino L.	Customer Service Assistant B	10	7	18,775.00	1/2/2017	10-2	18,385.00	469.00	19,244.00
16 Lignao Gilbert B.	Customer Service Assistant B	10	1	17,730.00				467.00	18,217.00
17 VACANT	Customer Service Assistant B	10	1	17,730.00				467.00	18,217.00
18 VACANT	Customer Service Assistant B	10	1	17,730.00				467.00	18,217.00
19 Rombaon Lawrence S.	Secretary A	9	6	17,319.00	6/1/2017	9-7	17,943.00	624.00	17,943.00
20 Francia Evelyn L.	Cashiering Assistant	8	8	16,450.00				453.00	16,903.00
21 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
22 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
23 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
24 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
25 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
26 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
27 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
28 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
29 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
30 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
31 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
32 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
33 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
34 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
35 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
36 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
37 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
38 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
39 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
40 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
41 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
42 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
43 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
44 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
45 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
46 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
47 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
48 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
49 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
50 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
51 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
52 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
53 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
54 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
55 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
56 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
57 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
58 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
59 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
60 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
61 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
62 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
63 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
64 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
65 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
66 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
67 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
68 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
69 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
70 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
71 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
72 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
73 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
74 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
75 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
76 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
77 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
78 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
79 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
80 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
81 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
82 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
83 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
84 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
85 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
86 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
87 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
88 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
89 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
90 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
91 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
92 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
93 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
94 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
95 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
96 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
97 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
98 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
99 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
100 Escalada Dante B	Water/Sewerage Maintenance Man A	8	8	16,450.00				453.00	16,903.00
Sub-Total:				778,492.00				53,927.00	832,419.00

**IRIGA CITY WATER DISTRICT
PLANTILLA 2017**

NAME	POSITION	SALARY GRADE	SALARY STEP	BASIC RATE	STEP INCREMENT			Proposed Salary Increase	BASIC RATE
					Effective	Adj. Step	Adj. Sal.		
33 VACANT	Pumper	7	1	14,331.00				446.00	14,731.00
34 Recio Jose S.	Water/Sewerage Maintenance Man B	6	8	14,285.00				582.00	14,602.00
35 Vargas Francisco Hilario N.	Draftsman B	6	6	14,020.00	2/16/2017	6-7	14,602.00	462.00	14,221.00
36 Cerillo Juan M.	Water Resources Facilities Opt B	6	4	13,759.00				462.00	14,221.00
37 Avila Ramon A.	Water Resources Facilities Opt B	6	2	13,504.00				469.00	13,973.00
Longobanua Antonio B.	Water Resources Facilities Opt B	6	1	13,378.00				473.00	13,851.00
VACANT	Water Resources Facilities Opt B	6	1	13,378.00				473.00	13,851.00
40 VACANT	Water Resources Facilities Opt B	6	1	13,378.00				473.00	13,851.00
41 VACANT	Water Resources Facilities Opt B	6	1	13,378.00				473.00	13,851.00
42 Sedilla Joseph B.	Storekeeper C	6	1	13,378.00				469.00	13,973.00
43 Camila Claro R.	Water/Sewerage Maintenance Man B	6	2	13,504.00				473.00	13,851.00
44 Concepcion Domingo F.	Water/Sewerage Maintenance Man B	6	1	13,378.00				488.00	12,591.00
45 Salvadora Albert S.	Driver	4	5	12,103.00				488.00	12,591.00
46 Montanez Maury B.	Auto Mechanic C	4	5	12,103.00				490.00	12,480.00
47 Vargas Henry N.	Water/Sewerage Maintenance Man C	4	4	11,990.00				497.00	12,155.00
48 Benosa Enrique I.	Water/Sewerage Maintenance Man C	4	1	11,658.00				493.00	12,371.00
49 Ibarra Teofilo N.	Water Resources Facilities Tender B	4	3	11,878.00				493.00	12,371.00
50 Taturan Jerry T.	Water Resources Facilities Tender B	4	3	11,878.00				493.00	12,371.00
51 Gonzales Manuel S.	Driver	4	3	11,878.00				495.00	12,262.00
52 Oliva Rene O.	Water Resources Facilities Operator C	4	2	11,767.00				495.00	12,262.00
Almonte Sydney J.	Water Resources Facilities Operator C	4	2	11,767.00				497.00	12,155.00
Se. Janis Berito N.	Water/Sewerage Maintenance Man C	4	2	11,658.00				497.00	12,155.00
55 VACANT	Clerk Processor C	4	1	11,658.00				497.00	12,155.00
56 VACANT	Clerk Processor C	4	1	11,658.00				497.00	12,155.00
57 VACANT	Clerk Processor C	4	1	11,658.00				504.00	11,387.00
58 VACANT	Utility Worker A	3	1	10,883.00				503.00	10,952.00
59 Espina Perpetou Jay N.	Counter	2	4	10,449.00				506.00	10,761.00
60 Bagarina Julian P.	Courier	2	2	10,255.00				508.00	10,667.00
61 De Villa Enul Benedict V.	Courier	2	1	10,159.00				503.00	9,981.00
62 Cuebillas Randy T.	Utility Worker B	1	1	9,478.00				14,651.00	383,690.00
Sub-Total:				369,039.00				68,578.00	1,216,109.00
Total:				1,147,531.00					

9