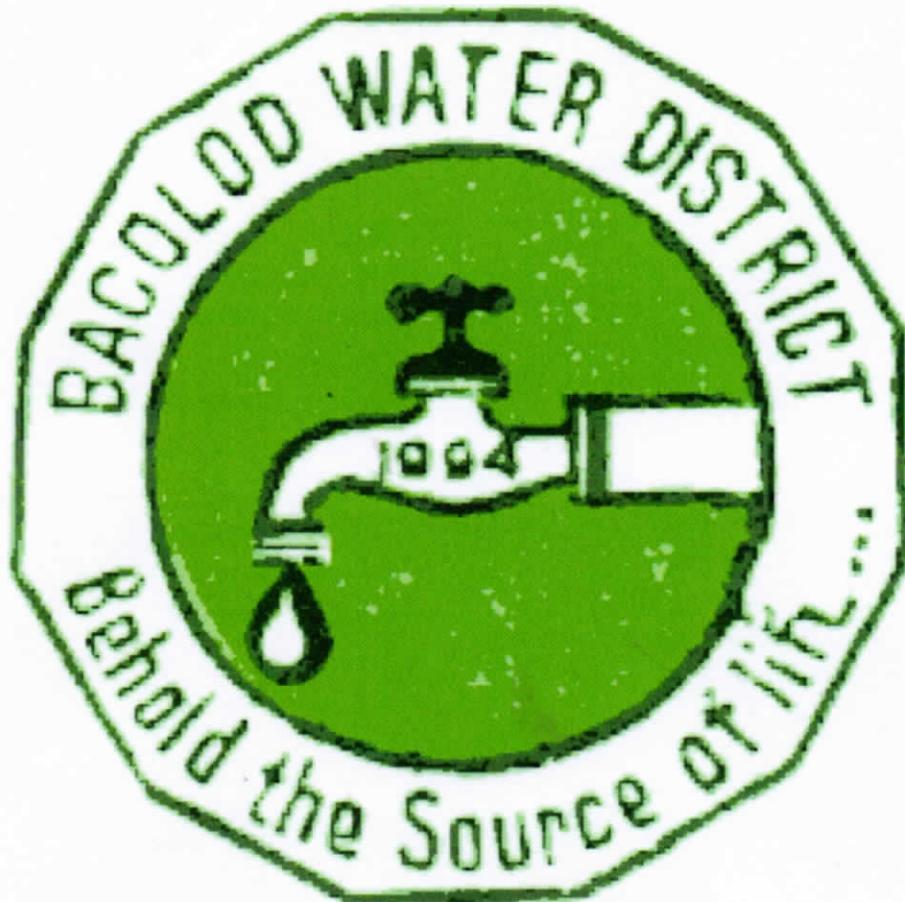


Republic of the Philippines
BACOLOD WATER DISTRICT
Bacolod Lanao del Norte
TIN 004-367-022
CCC No. 543



CY 2019 BUDGET

*Approved as per BOD Resolution NO. 027 S. 2018
dated December 14, 2018*



Republic of the Philippines
BACOLOD WATER DISTRICT
Bacolod Lanao del Norte
TIN 004-367-022
CCC No. 543

EXCERPTS FROM THE MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS OF BACOLOD WATER DISTRICT, BACOLOD, LANA DEL NORTE HELD AT BACOLOD WATER DISTRICT LAST DECEMBER 14, 2018.

Present:

Elsa P. Panoril	BOD Chairman
Lerma C. Daraman	BOD V-Chairman
Godilla V. Lao	BOD Secretary
Leah A. Marcera	BOD Member
Alejandro Q. Visitacion	BOD Member

Other Present:

Engr. Noel L. Resabal	General Manager
Genalin A. Amantiad	BOD Recorder

Absent: None

RESOLUTION NO. 027 S. 2018

RESOLUTION APPROVING THE BACOLOD WATER DISTRICT ANNUAL BUDGET FOR THE YEAR 2019 AMOUNTING TWENTY MILLION EIGHT HUNDRED THIRTY FIVE THOUSAND ONE HUNDRED FIFTY NINE PESOS & 28/100 (P 20,835,159.28).

WHEREAS, the Board of Directors of the Bacolod Water District discussed and deliberated the proposed Annual Budget for the Fiscal Year 2019 submitted by the management for approval;

WHEREAS, after due deliberation, proper adjustments and thorough scrutiny, it was –

RESOLVED, as it is hereby **RESOLVED** approving the aforementioned proposed 2019 Annual Budget amounting Twenty Million Eight Hundred Thirty Five Thousand One Hundred Fifty Nine Pesos & 28/100 (P20,835,159.28) breakdown as follows:

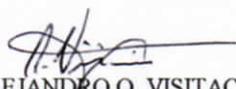
Operation and Maintenance Expenses	P 13,146,501.72
Capital Expenditures	2,828,700.00
Debt Service	2,706,269.56
Payment of Vouchers Payable	206,688.00
Inventories	1,459,000.00
Reserve	488,000.00
Total	P 20,835,159.28

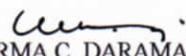
RESOLVED FURTHER to direct the management to abide with the Commission on Audit regulations in the disbursement.

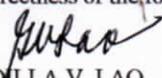
ADOPTED UNANIMOUSLY this 14th day of December 2018 on motion of Dir. Lerma C. Daraman and duly seconded by all members present.

I hereby certify to the correctness of the foregoing:

Attested:


ALEJANDRO Q. VISITACION
BOD Member


LERMA C. DARAMAN
BOD V-Chairman


GODILLA V. LAO
BOD Secretary


LEAH A. MARCERA
BOD Member

APPROVED:


ELSA P. PANORIL
BOD Chairman

**ASSUMPTION OF THE PROPOSED BUDGET
BUDGET YEAR 2019**

I. Collection Of Water Rev.

Water Rates Category	Minimum	11 to 20	21 to 30	31 to 40	41 up
Residential	177.50	19.00	21.25	23.75	26.65
Government	177.50	19.00	21.25	23.75	26.65
Commercial	355.00	38.00	42.50	47.50	53.30
Commercial A	310.60	33.25	37.15	41.55	46.60
Commercial B	266.25	28.50	31.85	35.60	39.95
Commercial C	221.85	23.75	26.55	29.65	33.30

II. Average Cost
Classification:

	Average Consumed	Minimum Charge	11 to 20	21 to 30	31 to 40	41 up	Ave. Cost
Residential	18 cu.m.	177.50	19.00	21.25	23.75	26.65	329.50
Government	85 cu.m.	177.50	19.00	21.25	23.75	26.65	844.15
Commercial	153 cu.m.	355.00	38.00	42.50	47.50	53.30	6,965.00
Commercial A	148 cu.m.	310.60	33.25	37.15	41.55	46.60	2,362.10
Commercial B	22 cu.m.	266.25	28.50	31.85	35.60	39.95	774.20
Commercial C	22 cu.m.	221.85	23.75	26.55	27.65	33.30	512.45

III. Growth of Service Conn.

No. Of Service Conn.	2018	2019
Residential	3,184	3,283
Government	52	53
Commercial	4	6
Commercial A	20	26
Commercial B	10	16
Commercial C	52	58
Total No. Of Service Connection	3,322	3,442

IV. Collection of Prev. Years Account:

A/R-Customer	1,300,000.00
A/R-Other	302,400.00

V. Other Receipts

(Application Fees, Recon. Fees, Materials, WMMF, Penalties)	735,420.00
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VI. Capital Expenditures (Property, Plant and Equipment)

Acct. 10601010 - Land (Purchase of Lot)	1,719,150.00
Acct. 10603040 - Water Supply System(Well Drilling,tran lines)-LWUA Funds	4,800,000.00
Acct. 10603050 - Water Plant Structure & Imprvnt(Pumphouse)-LWUA Funds	200,000.00
Acct. 10603050 - Water Plant Structure &Improvement(Perimeter fence)Phase 1	500,000.00
Acct. 10605010 - Machinery (Standby Generator (Office 75kva 1 φ 220V)	-
Acct. 10605020 - Office Equipment	208,700.00
Acct. 10605070 - Communication Equipment	16,850.00
Acct. 10605090 - Disaster Response & Rescue Equipment	30,000.00
Acct. 10605130 - Sports Equipment	-
Acct. 10605990 - Other Equipment (Concrete Cutter)	65,000.00
Acct. 10606010 - Motor Vehicle (Motorcycle)	80,000.00
Acct. 10607010 - Furniture & Fixtures	18,000.00
Acct. 10698990 - Other Property Plant and Equipment (Chlorinator)	25,000.00
Acct. 10801020 - Computer Software	150,000.00
Acct. 10801030 - Website	16,000.00
	7,828,700.00

VII. Inventories

Acct. 10404010 - Office Supplies Inventory	177,000.00
Acct. 10404990 - Other Supplies & Materials Inventory	1,282,000.00
	1,459,000.00

APPROVED AS PER BOD RESOLUTION NO. 027 S. 2018 DATED DECEMBER 14, 2018.

**PROPOSED EXPENSE BUDGET
BUDGET YEAR 2019**

	Aver. Monthly Budget	Annual Budget	Anticipated This Year 2018	Increase (Decrease)
Personnel Services				
50101010- Salaries and Wages-Regular	320,506.67	3,846,080.00	2,913,000.00	933,080.00
50101020- Salaries and Wages-Emergency	2,500.00	30,000.00	-	30,000.00
50102010- Personnel Economic Relief Allow	32,000.00	384,000.00	252,000.00	132,000.00
50102020- Representation Allowance	5,000.00	60,000.00	60,000.00	-
50102030- Transportation Allowance	5,000.00	60,000.00	60,000.00	-
50102040- Clothing/Uniform Allowance	8,000.00	96,000.00	72,000.00	24,000.00
50102100- Honoraria	47,833.33	574,000.00	174,528.00	399,472.00
50102120- Longevity Pay	1,250.00	15,000.00	10,000.00	5,000.00
50102130- Overtime & Night Pay	21,568.00	258,816.00	173,508.11	85,307.89
50102140- Year End Bonus	26,778.33	321,340.00	234,336.00	87,004.00
50102150- Cash Gift	6,666.67	80,000.00	60,000.00	20,000.00
50102990- Other Bonuses & Allowances	13,500.00	162,000.00	-	162,000.00
50103010 - Life & Retirement Insurance Pren	38,560.80	462,729.60	337,803.02	124,926.58
50103020- Pag-ibig Contributions	1,600.00	19,200.00	13,300.00	5,900.00
50103030- Philhealth	4,418.43	53,021.12	31,984.45	21,036.67
50103040- Employees Compensation Insurar	1,600.00	19,200.00	13,300.00	5,900.00
50104030- Terminal Leave Benefits	10,833.33	130,000.00	117,829.33	12,170.67
50104990- Other Personnel Benefits	33,445.00	401,340.00	234,336.00	167,004.00
	581,060.56	6,972,726.72	4,757,924.91	2,214,801.81

Maintenance and Other Operating Expenses (MOOE)

50201010- Travelling Expenses Local	15,833.33	190,000.00	160,670.00	29,330.00
50202010- Training Expenses	9,166.67	110,000.00	103,000.00	7,000.00
50203010- Office Supplies Expenses	1,666.67	20,000.00	9,114.00	10,886.00
50203020- Accountable Forms Expenses	4,166.67	50,000.00	31,000.00	19,000.00
50203090- Fuel, Oil and Lubricants Expenses	15,833.33	190,000.00	180,720.00	9,280.00
50203130- Chemical & Filtering Supplies Exp	4,166.67	50,000.00	40,000.00	10,000.00
50204010- Water Expenses	2,916.67	35,000.00	31,000.00	4,000.00
50204020- Electricity Expenses	233,333.33	2,800,000.00	2,670,000.00	130,000.00
50205010- Postage and Courier Services	750.00	9,000.00	8,028.00	972.00
50205020- Telephone Exp - Landline & Mobil	4,000.00	48,000.00	39,000.00	9,000.00
50205030- Internet Subscription Expenses	1,781.25	21,375.00	21,375.00	-
50205040- Cable, Satellite, Telegraph & Radi	450.00	5,400.00	5,400.00	-
50207010- Survey Expenses	1,666.66	20,000.00	-	20,000.00
50211010- Legal Expenses	500.00	6,000.00	4,800.00	1,200.00
50211020- Auditing Services	16,666.67	200,000.00	-	200,000.00
50211990- Other Professional Fees	416.67	5,000.00	-	5,000.00
50212030- Security Services	45,000.00	540,000.00	168,000.00	372,000.00
50215010- Taxes duties ans licenses	30,416.67	365,000.00	320,635.00	44,365.00
50215020- Fidelity Bond Premiums	833.33	10,000.00	5,625.00	4,375.00
50215030- Insurance Expenses	2,083.33	25,000.00	21,562.00	3,438.00
50216010- Labor and Wages	3,333.33	40,000.00	30,000.00	10,000.00
50299010- Promotional & Marketing Expense	13,333.33	160,000.00	147,822.00	12,178.00
50299020- Printing & Publication Expenses	833.33	10,000.00	6,615.00	3,385.00

APPROVED AS PER BOD RESOLUTION NO. 027 S. 2018 DATED DECEMBER 14, 2018.

**PROPOSED EXPENSE BUDGET
BUDGET YEAR 2019**

	Aver. Monthly Budget	Annual Budget	Anticipated This Year 2018	Increase (Decrease)
50299030- Representation Expenses	9,583.33	115,000.00	107,000.00	8,000.00
50299040- Transportation & Delivery Expenses	416.67	5,000.00	3,000.00	2,000.00
50299050- Rent/Lease Expenses	-	-	-	-
50299060- Membership Dues & Contri to Org	1,250.00	15,000.00	8,950.00	6,050.00
50299080- Donations	833.33	10,000.00	-	10,000.00
50299990- Other Maint & Operating Exp. (Admin)	12,500.00	150,000.00	130,455.00	19,545.00
- Other Maintenance & Operating Exp. (CSR,HRD)	21,666.67	260,000.00	249,000.00	11,000.00
-Other Maint. & Operating Exp.(Cultural&Sport Activity)	2,000.00	24,000.00	19,500.00	4,500.00
	457,397.91	5,488,775.00	4,522,271.00	966,504.00

Repairs and Maintenance

50213030- R & M - Infrastructure Assets	25,000.00	300,000.00	286,100.00	13,900.00
50213040- R & M - Building & Other Structures	2,500.00	30,000.00	11,000.00	19,000.00
50213050- R & M - Machinery & Equipment	3,333.33	40,000.00	29,500.00	10,500.00
50213060- R & M - Transportation Equipment	8,333.33	100,000.00	118,500.00	(18,500.00)
50213070- R & M - Furniture and Fixtures	833.33	10,000.00	4,000.00	6,000.00
50213210- R & M - Semi Expendable Machinery	833.33	10,000.00	4,450.00	5,550.00
50213220- R & M - Semi Expendable Furniture	833.33	10,000.00	7,270.00	2,730.00
50213990- R & M - Other Property Plant & Equipment	15,416.67	185,000.00	152,050.00	32,950.00
	57,083.32	685,000.00	612,870.00	72,130.00

GRAND TOTAL	1,095,541.79	13,146,501.72	9,893,065.91	3,253,435.81
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APPROVED AS PER BOD RESOLUTION NO. 027 S. 2018 DATED DECEMBER 14, 2018.

**BACOLOD WATER DISTRICT
TOTAL EXPENSE BUDGET
BUDGET YEAR 2019**

	Annual Budget	Anticipated This Year 2018	Increase (Decrease)
I. Personnel Services			
Salaries & Wages - Regular	3,846,080.00	2,913,000.00	933,080.00
Salaries & Wages - Casual/Contractual	30,000.00	-	30,000.00
Other Compensation	2,131,156.00	1,214,201.44	916,954.56
Personnel Benefits Contribution	554,150.72	396,387.47	157,763.25
Other Personnel Benefits	411,340.00	234,336.00	177,004.00
	6,972,726.72	4,757,924.91	2,214,801.81
II. Maintenance and Other Operating Expenses	5,488,775.00	4,522,271.00	966,504.00
III. Repairs and Maintenance	685,000.00	612,870.00	72,130.00
IV. Financial Expenses	-	-	-
	13,146,501.72	9,893,065.91	3,253,435.81

BREAKDOWN:

Operation	12,461,501.72
Maintenance	685,000.00
	13,146,501.72

APPROVED AS PER BOD RESOLUTION NO. 027 S. 2018 DATED DECEMBER 14, 2018.

**BACOLOD WATER DISTRICT
OPERATING REVENUE BUDGET
BUDGET YEAR 2019**

	Aver. Monthly Budget	Annual Budget	Anticipated This Year 2018	Increase (Decrease)
I. Income from Waterworks System	1,289,823.61	15,477,883.65	14,035,435.85	1,442,447.80
II. Other Operating Revenues:				
Fine and Penalties - Bus Income	55,462.42	665,549.00	514,683.75	150,865.25
Other Service Income	20,870.00	250,440.00	236,125.00	14,315.00
Total Operating Revenue	1,366,156.03	16,393,872.65	14,786,244.60	1,607,628.05
III. Interest Revenue	833.33	10,000.00	7,923.46	2,076.54
Grand Total	1,366,989.36	16,403,872.65	14,794,168.06	1,609,704.59

APPROVED AS PER BOD RESOLUTION NO. 027 S. 2018 DATED DECEMBER 14, 2018.

**SUPPORTING COMPUTATION OF MISCELLANEOUS SERVICE REVENUES
FOR YEAR 2019**

I. Application Fees and Charges	120 SC X	3,000.00	360,000.00
Reconnection Fees	250 SC X	150.00	37,500.00
Water Meter Maintenance Fee (WMMF)	3,132 SC X	5.00 x 12 mos.	187,920.00
Water Meter Replacement Fee	20 SC X	1,250.00	25,000.00
			<u>610,420.00</u>
II. Materials			125,000.00
TOTAL MISCELLANEOUS SERVICE REVENUES			<u>735,420.00</u>

APPROVED AS PER BOD RESOLUTION NO. 027 S. 2018 DATED DECEMBER 14, 2018.

**BACOLOD WATER DISTRICT
PROJECTED INCOME STATEMENT
BUDGET YEAR 2019**

	Aver. Monthly Budget	Annual Budget	Anticipated This Year 2018	Increase (Decrease)
Operating Revenues				
Income From Waterworks System	1,289,823.64	15,477,883.65	14,305,435.85	1,172,447.80
Fine & Penalties-Business Income	55,462.42	665,549.00	514,683.75	150,865.25
Other Service Income	20,868.33	250,420.00	236,122.00	14,298.00
Total Business & Service Income	1,366,154.39	16,393,852.65	15,056,241.60	1,337,611.05
Less:				
Operating Expenses	1,038,458.48	12,461,501.72	9,262,195.91	3,199,305.81
Maintenance Expenses	57,083.33	685,000.00	612,870.00	72,130.00
Financial Charges (LBP)	-	-	-	-
Depreciation Expenses	118,709.98	1,424,519.80	1,306,898.90	117,620.90
Total Operating & Maintenance Exp	1,214,251.79	14,571,021.52	11,181,964.81	3,389,056.71
Utility Operating Income	151,902.60	1,822,831.13	3,874,276.79	(2,051,445.66)
Add: Other Income				
Miscellaneous Income	40,416.66	485,000.00	352,644.80	132,355.20
Interest On Bank Dep.	625.00	7,500.00	5,942.60	1,557.40
Net Income Before Interest and Financial Charges	192,944.26	2,315,331.13	4,232,864.19	(1,917,533.06)
Less: Interest On Long Term Debt (LWUA)				
Interest On Long Term Debt (LWUA)	71,593.66	859,124.00	932,872.00	(73,748.00)
Interest On Long Term Debt (LBP)	14,825.72	177,908.68	201,242.02	(23,333.34)
	86,419.38	1,037,032.68	1,134,114.02	(97,081.34)
Projected Net Income/Loss	106,524.88	1,278,298.45	3,098,750.17	(1,820,451.72)

APPROVED AS PER BOD RESOLUTION NO. 027 S. 2018 DATED DECEMBER 14, 2018.

**BACOLOD WATER DISTRICT
PROJECTED CASH FLOW
BUDGET YEAR 2019**

	First Quarter	Second Quarter	Third Quarter	Fourth Quarter	Total
Billings	3,757,606.50	3,861,709.05	3,909,444.15	3,949,123.95	15,477,883.65
Collection Efficiency	92%	92%	92%	92%	92%
Receipts:					
Income From Water System	3,456,997.98	3,552,772.33	3,596,688.62	3,633,194.03	14,239,652.96
Fines & Penalties-Bus. Income	148,650.91	152,769.21	154,657.61	156,227.34	612,305.07
Coll. Of Account Receivable (Prev. Years)	260,000.00	312,000.00	327,600.00	200,200.00	1,099,800.00
Coll. Of Misc. Service Revenue	183,855.00	183,855.00	183,855.00	183,855.00	735,420.00
Interest Revenue	2,500.00	2,500.00	2,500.00	2,500.00	10,000.00
	4,052,003.89	4,203,896.54	4,265,301.23	4,175,976.37	16,697,178.03
Disbursements:					
Acct. 401 -Payment of Vouchers Payable	206,688.00	-	-	-	206,688.00
Payroll	1,743,181.68	1,743,181.68	1,743,181.68	1,743,181.68	6,972,726.72
Electricity Expenses	700,000.00	700,000.00	700,000.00	700,000.00	2,800,000.00
Chemicals	12,500.00	12,500.00	12,500.00	12,500.00	50,000.00
Other O & M	830,943.75	830,943.75	830,943.75	830,943.75	3,323,775.00
Financial Exp. (LWUA & LBP)	-	-	-	-	-
Debt Service - LWUA	535,821.00	535,186.00	534,550.00	533,915.00	2,139,472.00
Debt Service - LBP	144,272.45	141,811.26	140,852.36	139,861.49	566,797.56
Purchase of Inventories	364,750.00	364,750.00	364,750.00	364,750.00	1,459,000.00
	4,538,156.88	4,328,372.69	4,326,777.79	4,325,151.92	17,518,459.28
Capex	1,711,000.00	331,700.00	286,000.00	500,000.00	2,828,700.00
Reserve	116,000.00	120,000.00	124,000.00	128,000.00	488,000.00
Total Disbursement	6,365,156.88	4,780,072.69	4,736,777.79	4,953,151.92	20,835,159.28
Net Receipt	(2,313,152.99)	(576,176.15)	(471,476.56)	(777,175.55)	(4,137,981.25)
Add:					
Cash Balance Beg.	10,500,000.00	8,186,847.01	7,610,670.86	7,139,194.29	10,500,000.00
Cash Balance End	8,186,847.01	7,610,670.86	7,139,194.29	6,362,018.75	6,362,018.75

APPROVED AS PER BOD RESOLUTION NO. 027 S. 2018 DATED DECEMBER 14, 2018.

**SCHEDULE OF OPERATING EXPENSES
BUDGET YEAR 2019**

50101010- Salaries and Wages - Regular	3,846,080.00
50101020- Salaries and Wages - Emergency	30,000.00
50102010- Personnel Economic Relief Allowance (PERA)	384,000.00
50102020- Representation Allowance	60,000.00
50102030- Transportation Allowance	60,000.00
50102040- Clothing/Uniform Allowance	96,000.00
50102100- Honoraria	574,000.00
50102120- Longevity Pay	15,000.00
50102130- Overtime & Night Pay	258,816.00
50102140- Year End Bonus	321,340.00
50102150- Cash Gift	80,000.00
50102990- Other Bonuses & Allowances	162,000.00
50103010- Life & Retirement Insurance Contribution	462,729.60
50103020- Pag-ibig Contribution	19,200.00
50103030- Philhealth Contribution	53,021.00
50103040- ECC Contribution	19,200.00
50104030- Terminal Leave Benefits	130,000.00
50104990- Other Personnel Benefits	401,340.00
50201010- Travelling Expenses	190,000.00
50202010- Training Expenses	110,000.00
50203010- Office Supplies Expenses	20,000.00
50203020- Accountable Forms Expenses	50,000.00
50203090- Fuel, Oil & Lubricants Expenses	190,000.00
50203130- Chemical & Filtering Supplies Expenses	50,000.00
50204010- Water Expenses	35,000.00
50204020- Electricity Expenses	2,800,000.00
50205010- Postage & Deliveries	9,000.00
50205020- Telephone Expenses - Landline & Mobile	48,000.00
50205030- Internet Subscription Expenses	21,375.00
50205040- Cable Satellite Telegraph & Radio Expenses	5,400.00
50207010- Survey Expenses	20,000.00
50211010- Legal Expenses	6,000.00
50211020- Auditing Services	200,000.00
50211990- Other Professional fees	5,000.00
50212030- Security Services	540,000.00
50215010- Taxes, Duties and Licenses	365,000.00
50215020- Fidelity Bond Premiums	10,000.00
50215030- Insurance Expenses	25,000.00
50216010- Labor and Wages	40,000.00
50299010- Promotional & Marketing Expenses	160,000.00
50299020- Printing and Publication Expenses	10,000.00
50299030- Representation Expenses	115,000.00
50299040- Transportation & Delivery Expenses	5,000.00
50299050- Rent/Lease Expenses	-
50299060- Membership Dues & Contribution to Organization	15,000.00
50299080- Donations	10,000.00
50299990- Other Maintenance & Operating Expenses (Admin.)	150,000.00
- Other Maintenance and Operating Expenses (CSR, & HRD))	260,000.00
- Other Maintenance and Operating Expenses (Cultural & Sports Activity)	24,000.00
50213030- Repairs & Maintenance - Infrastructure Assets	300,000.00

APPROVED AS PER BOD RESOLUTION NO. 027 S. 2018 DATED DECEMBER 14, 2018.

**SCHEDULE OF OPERATING EXPENSES
BUDGET YEAR 2019**

50213040- Repairs & Maintenance - Building & Other Structure	30,000.00
50213050- Repairs & Maintenance - Machinery And Equipment	40,000.00
50213060- Repairs & Maintenance - Transportation Equipment	100,000.00
50213070- Repairs & Maintenance - Furniture and Fixtures	10,000.00
50213210- Repairs & Maintenance - Semi Expendable Machinery and Equipmer	10,000.00
50213220- Repairs & Maintenance - Semi Expendable Furniture and Fixtures	10,000.00
50213990- Repairs & Maintenance - Other Property Plant and Equipment	185,000.00
	385,000.00

	<u>Ave. Quarterly</u>	<u>Annually</u>
Operations	3,115,375.43	12,461,501.72
Maintenance	171,250.00	685,000.00
Financial Expenses	-	-
TOTAL	<u>3,286,625.43</u>	<u>13,146,501.72</u>

APPROVED AS PER BOD RESOLUTION NO. 027 S. 2018 DATED DECEMBER 14, 2018.

50103010 - LIFE RETIREMENT INSURANCE CONTRIBUTIONS:

1) General Manager D	84,767.00	X12% X 12 mos.	122,064.48
2) Cashier B	28,099.00	X12% X 12 mos.	40,462.56
3) Corporate Accounts Analyst	25,545.00	X12% X 12 mos.	36,784.80
4) Utilities/Customer Service Assistant C	16,910.00	X12% X 12 mos.	24,350.40
5) Utilities/Customer Service Assistant C	16,910.00	X12% X 12 mos.	24,350.40
6) Engineering Aide A	14,961.00	X12% X 12 mos.	21,543.84
7) Engineering Aide A	14,961.00	X12% X 12 mos.	21,543.84
8) Engineering Aide B	13,316.00	X12% X 12 mos.	19,175.04
9) Water Resource Facilities Operator B	14,961.00	X12% X 12 mos.	21,543.84
10) Utility Worker B	11,254.00	X12% X 12 mos.	16,205.76
11) Utility Worker B	11,068.00	X12% X 12 mos.	15,937.92
12) Engineering Aide B	13,214.00	X12% X 12 mos.	19,028.16
13) Utility Worker A	12,466.00	X12% X 12 mos.	17,951.04
14) Water Resource Facilities Operator C	13,214.00	X12% X 12 mos.	19,028.16
15) Accounting Processor B	14,847.00	X12% X 12 mos.	21,379.68
16) Utilities/Customer Service Assistant D	14,847.00	X12% X 12 mos.	21,379.68
			<u>462,729.60</u>

50103020 - PAG-IBIG CONTRIBUTIONS:

1) General Manager D	100.00 X 12 mos.	1,200.00
2) Cashier B	100.00 X 12 mos.	1,200.00
3) Corporate Accounts Analyst	100.00 X 12 mos.	1,200.00
4) Utilities/Customer Service Assistant C	100.00 X 12 mos.	1,200.00
5) Utilities/Customer Service Assistant C	100.00 X 12 mos.	1,200.00
6) Engineering Aide A	100.00 X 12 mos.	1,200.00
7) Engineering Aide A	100.00 X 12 mos.	1,200.00
8) Engineering Aide B	100.00 X 12 mos.	1,200.00
9) Water Resource Facilities Operator B	100.00 X 12 mos.	1,200.00
10) Utility Worker B	100.00 X 12 mos.	1,200.00
11) Utility Worker B	100.00 X 12 mos.	1,200.00
12) Engineering Aide B	100.00 X 12 mos.	1,200.00
13) Utility Worker A	100.00 X 12 mos.	1,200.00
14) Water Resource Facilities Operator C	100.00 X 12 mos.	1,200.00
15) Accounting Processor B	100.00 X 12 mos.	1,200.00
16) Utilities/Customer Service Assistant D	100.00 X 12 mos.	1,200.00
		<u>19,200.00</u>

APPROVED AS PER BOD RESOLUTION NO. 027 S. 2018 DATED DECEMBER 14, 2018.

50103030 - PHILHEALTH CONTRIBUTIONS:

1) General Manager D	84,767.00 X 1.375% X 12 mos.	13,986.56
2) Cashier B	28,099.00 X 1.375% X 12 mos.	4,636.34
3) Corporate Accounts Analyst	25,545.00 X 1.375% X 12 mos.	4,214.93
4) Utilities/Customer Service Assistant C	16,910.00 X 1.375% X 12 mos.	2,790.15
5) Utilities/Customer Service Assistant C	16,910.00 X 1.375% X 12 mos.	2,790.15
6) Engineering Aide A	14,961.00 X 1.375% X 12 mos.	2,468.57
7) Engineering Aide A	14,961.00 X 1.375% X 12 mos.	2,468.57
8) Engineering Aide B	13,316.00 X 1.375% X 12 mos.	2,197.14
9) Water Resource Facilities Operator B	14,961.00 X 1.375% X 12 mos.	2,468.57
10) Utility Worker B	11,254.00 X 1.375% X 12 mos.	1,856.91
11) Utility Worker B	11,068.00 X 1.375% X 12 mos.	1,826.22
12) Engineering Aide B	13,214.00 X 1.375% X 12 mos.	2,180.31
13) Utility Worker A	12,466.00 X 1.375% X 12 mos.	2,056.89
14) Water Resource Facilities Operator C	13,214.00 X 1.375% X 12 mos.	2,180.31
15) Accounting Processor B	14,847.00 X 1.375% X 12 mos.	2,449.76
16) Utilities/Customer Service Assistant D	14,847.00 X 1.375% X 12 mos.	2,449.76
		<u><u>53,021.10</u></u>

50103040 - ECC CONTRIBUTIONS:

1) General Manager D	100.00 X 12 mos.	1,200.00
2) Cashier B	100.00 X 12 mos.	1,200.00
3) Corporate Accounts Analyst	100.00 X 12 mos.	1,200.00
4) Utilities/Customer Service Assistant C	100.00 X 12 mos.	1,200.00
5) Utilities/Customer Service Assistant C	100.00 X 12 mos.	1,200.00
6) Engineering Aide A	100.00 X 12 mos.	1,200.00
7) Engineering Aide A	100.00 X 12 mos.	1,200.00
8) Engineering Aide B	100.00 X 12 mos.	1,200.00
9) Water Resource Facilities Operator B	100.00 X 12 mos.	1,200.00
10) Utility Worker B	100.00 X 12 mos.	1,200.00
11) Utility Worker B	100.00 X 12 mos.	1,200.00
12) Engineering Aide B	100.00 X 12 mos.	1,200.00
13) Utility Worker A	100.00 X 12 mos.	1,200.00
14) Water Resource Facilities Operator C	100.00 X 12 mos.	1,200.00
15) Accounting Processor B	100.00 X 12 mos.	1,200.00
16) Utilities/Customer Service Assistant D	100.00 X 12 mos.	1,200.00
		<u><u>19,200.00</u></u>

APPROVED AS PER BOD RESOLUTION NO. 027 S. 2018 DATED DECEMBER 14, 2018.

EMPLOYEES OTHER COMPENSATION & OTHER BENEFITS :

50102010 - Personnel Economic Relief Allowance (PERA) Sixteen (16) Emp. X 2,000.00 X 12 mos.	384,000.00
50102020 - Representation Allowance - 5,000.00 x 12 mos.	60,000.00
50102030 - Transportation Allowance - 5,000.00 x 12 mos.	60,000.00
50102040 - Clothing and Uniform Allowance Sixteen (16) Emp. X 6,000.00	96,000.00
50102100 - Honoraria Chairperson 3,600.00 X 2 meetings/month X 12 mos. Four (4) BOD's X 3,000.00 X 2 meetings/month X 12 mos. Performance Based Incentive (PBI)	86,400.00 288,000.00 200,000.00
50102120 - Longevity Pay (GAA)	15,000.00
50102140 - Year-End Bonus (13th Month Pay)	321,340.00
50102150 - Cash Gift Sixteen (16) Emp. X 5,000.00	80,000.00
50102990 - Other Bonuses and Allowances Performance Based Bonus (PBB)	162,000.00
50104030 - Terminal Leave Benefits	130,000.00
50104990 - Other Personnel Benefits Mid-Year Bonus (14th month pay) Productivity Enhancement Incentive (PEI) Sixteen (16) Emp.X5,000.	321,340.00 80,000.00

BACOLOD WATER DISTRICT

CORPORATE SOCIAL RESPONSIBILITY (CSR)

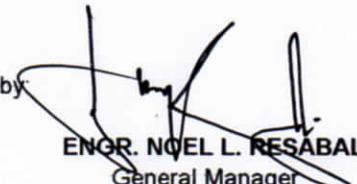
HUMAN RESOURCE DEVELOPMENT (HRD)

<u>ACTIVITIES</u>	<u>BUDGET 2018</u>
1. BRIGADA ESKWELA (Construction Materials)	25,000.00
2. CHILDREN'S CONGRESS CULMINATION (Feeding Program)	15,000.00
3. WOMEN'S MONTH CELEBRATION	30,000.00
4. CSC 119th Anniversasry Celebration (Family Day & Teambuilding)	90,000.00
5. BWD 24th Anniversary Celebration	20,000.00
6. HEALTH AND WELLNESS PROGRAM	
A. Annual Executive Check-up	32,000.00
B. Drug Laboratory Test	8,000.00
7. Climate Change - Tree Planting	10,000.00
8. Senior Citizen - Pasyal ni Lolo ug ni Lola	30,000.00
	<u>260,000.00</u>

APPROVED AS PER BOD RESOLUTION NO. 027 S. 2018 DATED DECEMBER 14, 2018.

SCHEDULE OF SALARIES AND WAGES:

	EO 201 NBC 572 3rd Tranche	Schedule Increase Per NBC _____ 4th Tranche 2019
Acct 50101010 - SALARIES & WAGES - REGULAR		
1. Utility Worker B - RAL SG-1 Step 3	10,695.00	11,254.00
2. Utility Worker A - RAJ SG-3 Step 1	11,914.00	12,466.00
3. Engineering Aide B - LCM SG-4 Step 2	12,778.00	13,316.00
4. Engineering Aide A - RML SG-6 Step 2	14,459.00	14,961.00
5. Engineering Aide A - JPS SG-6 Step 2	14,459.00	14,961.00
6. Water Resources Facilities Operator B - MPJ SG-6 Step 2	14,459.00	14,961.00
7. Utilities/Customer Service Assistant C - JGA SG-8 Step 2	16,433.00	16,910.00
8. Utilities/Customer Service Assistant C - ZCL SG-8 Step 2	16,433.00	16,910.00
9. Corporate Accounts Analyst - ASM SG-13 Step 2	24,510.00	25,545.00
10. Cashier B - GAA SG-14 Step 2	26,806.00	28,099.00
11. General Manager D - NLR SG-24 Step 2	74,397.00	84,767.00
12. Engineering Aide B - MSM SG-4 Step 1	12,674.00	13,214.00
13. Utility Worker B (Vacant) SG-1 Step 1	10,510.00	11,068.00
14. Water Resources Facilities Operator -(Vacant)SG-4 Step 1		13,214.00
15. Accounting Processor B (Vacant) SG-6 Step 1		14,847.00
16. Utilities/Customer Service Assistant D-(Vacant) SG-6 Step 1		14,847.00
	260,527.00	321,340.00
	X 12 mos	X 12 mos.
GRAND TOTAL - PAYROLL	<u>3,126,324.00</u>	<u>3,856,080.00</u>

Prepared by: 
ENGR. NOEL L. RESABAL
 General Manager

Noted: 
ELSA P. PANORIL
 BOD Chairman

APPROVED AS PER BOD RESOLUTION NO. 027 S. 2018 DATED DECEMBER 14, 2018.