

CLA/PM
Ms. Alma L. Abrasaldo
General Manager
Bayawan Water District
Bayawan, Negros Oriental

September 28, 2015

Records Division
COMMUNICATION

6. 2 15 8 11:40

**SUBJECT: Authorization to Grant 2014 PBB for
Water District Officers and Employees**

Dear GM Abrasaldo;

This has reference to the conditions and documentary requirements of the DBM-LWUA Joint Memorandum Circular No. 2014-02, as validated by AO25 TWG and LWUA as concurred by DBM.

Based on the review conducted, your water district complied with the said conditions and documentary requirements as per attached validation sheet. Accordingly, your water district is hereby **AUTHORIZED** to grant the 2014 PBB to WD officers and employees.

Performance Based Incentives (PBI) for the WD Board of Directors shall be covered by a separate set of guidelines pursuant to Section 9 of EO 65 which has been submitted to GCG for endorsement to the Office of the President for approval.

Please be reminded that the grant of PBB shall further be subject to the following conditions:

- a) The performance bonus of eligible LWDs shall be sourced from their respective corporate funds.
- b) LWDs are prohibited from sourcing payment of the PBB from Loans, National Government subsidy for the LWD's operation; and sale of the LWD's assets for the sole purpose of paying the PBB
- c) All officers and employees of LWDs who occupy regular, casual or contractual position shall be entitled to PBB, provided that they have rendered at least nine (9) months of service in 2014.
- d) Those hired without employer-employee relationships and paid from non-Personal Services budgets like job contract labourers, and consultants are excluded from the grant.

For your information and guidance.

Very truly yours,



ANDRES F. IBARRA
Administrator

