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National Irrigation Administration
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MC. No. 12, s. 2016

MEMORANDUM CIRCULAR

TO : THE DEPUTY ADMINISTRATORS, DEPARTMENT / REGIONAL /
PROJECT MANAGERS, DIVISION MANAGERS AND OTHERS
CONCERNED

SUBJECT : GUIDELINES IN THE RANKING AND DISTRIBUTION OF THE
2015 INTERIM PERFORMANCE-BASED BONUS (PBB)

1.0. RATIONALE

This Circular is being issued to provide guidelines in the Ranking and Distribution of Interim Performance Based Bonus (PBB) for CY 2015 to qualified NIA officials and employees pursuant to Executive Order NO. 80, s. 2012. It sets guidelines in the determination of eligibility, distribution and ranking of NIA Officials and employees in the grant of 2015 Interim PBB.

2.0. BASIS

The Inter-Agency Task Force (IATF) on the Harmonization of National Government Performance Monitoring and Reporting Systems, Memorandum Circular 2015-01 re: Guidelines on the Grant of the Performance Based Bonus (PBB) for Fiscal Year 2015 under Executive Order No. 80, particularly Item 6.0 and 7.0, Eligibility of individuals and Ranking of Delivery Units and Individuals, served as the legal bases in the ranking and distribution of the 2015 Interim Performance Based Bonus for NIA officials and employees.

3.0. COVERAGE

NIA Officials and Employees occupying regular, casual or contractual positions whose appointments were passed upon by the Civil Service Commission shall be

entitled to full grant at the time of the payout of the PBB; provided, they have rendered an aggregate of at least nine (9) months of service for the year ending 31 December 2015. Officials and employees who do not meet the 9-month requirement but have served at least 3 months of service shall be entitled to PBB on a pro-rata basis.

4.0. GUIDELINES

The grant of PBB shall be based on the overall NIA performance, and then distributed to NIA officials and employees based on their performance ranking, pursuant to the "*Performance Evaluation System for the GOCC Sector*" (GCG MC No. 2013-02). NIA, in order to be eligible to grant PBB to its qualified officials and employees must:

- 4.1. Achieve a weighted-average score of at least 90% in its 2015 Performance Scorecard.
- 4.2. Submit a quality Management System (QMS) for at least one core process certified by any international certifying body approved by the IATF or submit an Operations Manual covering selected core processes or areas of operation.
- 4.3 Comply with the Good Governance Conditions provided in GCG MC No. 2013-02 and 2014-02.

Conditions Common to National Government Agencies and GOCCs :

- a) Transparency Seal
- b) PhilGEPS Posting
- c) Cash Advance Liquidation
- d) Citizen's Charter
- e) Government Quality Management System Standards (GQMSS) pursuant to EO No. 605 s. 2007 and
- f) Compliance with submission and review of SALN of officials and employees

5.0. ELIGIBILITY OF INDIVIDUALS

- 5.1 NIA Employees belonging to the First and Second Level positions should have at least "Satisfactory" rating based on the CSC-approved Strategic Performance Management System (SPMS).
- 5.2 Third level officials should have a rating of at least "Very Satisfactory" under the Career Executive Service Performance Evaluation System

(CESPES). CESPES covers all incumbents of CES positions in various agencies of the national government including GOCCs with original charters, for an uninterrupted period of at least three (3) months. Payment of the PBB to Third Level officials shall be contingent on the release of results of the CESPES;

- 5.3 Other NIA Officials performing managerial and executive functions who are not presidential appointees are covered by the agency's CSC-approved SPMS and should have a rating of at least "Satisfactory."
- 5.4 NIA Personnel on detail to another government agency for six (6) months or more shall be included in the ranking of employees in the recipient agency that rated his/her performance. Payment of the PBB shall come from the mother agency.
- 5.5 NIA Personnel who transferred from one government agency to another agency shall be rated and ranked by the agency where he/she served the longest. If equal months were served for each agency, he/she will be included in the recipient agency.
- 5.6 A NIA employee who has rendered a minimum of nine (9) months of service during the Fiscal year and with at least "Satisfactory" rating may be eligible to the full grant of the PBB.
- 5.7 An employee who rendered a minimum of three (3) months but less than nine (9) months of service and with at least "Satisfactory" rating shall be eligible for the grant of PBB on a pro-rata basis. The PBB of employees shall be pro-rated corresponding to the actual length of service rendered, as follows:

| Length of Service | % of PBB |
|---------------------------------|-----------------|
| 8 months but less than 9 months | 90% |
| 7 months but less than 8 months | 80% |
| 6 months but less than 7 months | 70% |
| 5 months but less than 6 months | 60% |
| 4 months but less than 5 months | 50% |
| 3 months but less than 4 months | 40% |

- 5.8 The following are the valid reasons for NIA officials and employees who may not meet the nine-month actual service requirement but can still be considered for PBB on a pro-rata basis:
 - a. Newly hired employee;
 - b. Retirement;
 - c. Resignation;
 - d. Rehabilitation Leave;
 - e. Maternity Leave and/or Paternity Leave;

- f. Vacation or Sick Leave with or without pay;
 - g. Scholarship/Study Leave;
- 5.9 Officials and employees who is on vacation or sick leave, with or without pay, for the entire year, is not eligible to the grant of the PBB.
 - 5.10 Officials and employees found guilty of administrative and/or criminal cases filed against them and meted penalty in FY 2015 shall not be entitled to the PBB. However, if the penalty meted out is only a reprimand, such penalty shall not cause the disqualification to the PBB.
 - 5.11 Officials and employees who failed to submit the 2014 SALN as prescribed in the rules provided under CSC Memorandum Circular No. 3 (s.201 5), shall not be entitled to the FY 2015 PBB.
 - 5.12 Officials and employees who failed to liquidate Cash Advances received in 2015 within the prescribed period as stated in the prevailing COA Circular, shall not be entitled to the FY 2015 PBB.
 - 5.13 Agency heads should ensure that officials and employees covered by RA 6713 submitted their 2014 SALN to the respective SALN repository agencies as prescribed in the rules provided under CSC Memorandum Circular No. 3 (s.2015) and also liquidated 2015 Cash Advances, as this will be a basis for the release of FY 2015 PBB to individuals.

6.0. EXCLUSION

Excluded from the grant of the PBB are the following:

1. Those hired without employer-employee relationships and paid from non-Personal Services appropriations budgets as follows:
 - a. Consultants and experts hired to perform specific activities or services with expected outputs;
 - b. Laborers hired through job contracts (*pakyaw*) and those paid on piecework basis;
 - c. Student laborers and apprentices; and
 - d. Individuals and groups of people whose services are engaged through job orders, contracts of service, or others similarly situated

7.0. DISTRIBUTION SYSTEM

Distribution of PBB among qualified NIA officials and employees and have complied with the eligibility rules above shall be entitled to PBB in accordance with the following procedure:

- 7.1. **Grouping of Personnel** – All NIA officials and employees shall be ranked on a percentile basis within their respective levels as determined by the Governing Board through Top Management in accordance with the following guidelines:

- (a) **Senior Management:** This refers to the executive officers (GOCC) and includes all heads of functional units, which are primarily involved in the development, evolution, and approval of long-term vision across a function or area of specialization. It includes those who lead the development of function strategy, implement and maintain policies of the organization for area of responsibility. (e.g., Deputy Administrator) *(Please see Annex A)*

The Administrator, the highest ranking executive officer, has the prerogative to avail of either the Performance-Based Incentive (PBI) under GCG MC No. 2015-06, or the PBB, *but not both*. In the event the Administrator is included in the PBB application, he/she must meet the eligibility requirements for the PBI and shall be ranked separately on his/her own and shall not be included in the forced ranking of Officers and Employees.

- (b) **Middle Management:** This covers those whose work is primarily achieved through others, with direct accountability for setting direction and deploying resources. Responsible for people management, including performance evaluation and pay reviews and typically hire/fire decisions. Includes individual contributors who are recognized as subject matter experts with in-depth technical knowledge, project management and significant influence skills in area of expertise (e.g., Head of Department or Service). *(Please see Annex A)*
- (c) **Professional and Supervisory:** This level comprises the personnel whose work is primarily achieved by an individual or through project teams. Requires the application of expertise in professional or technical area(s) to achieve results. Typically has a university degree or equivalent work experience that provides knowledge and exposure to fundamental theories, principles and concepts. Includes supervisors and junior management that may not have full management authority (e.g., Financial Analyst/ Specialists, Accountant, HR Officer, etc.). *(Please see Annex B)*
- (d) **Clerical/General Staff:** This category includes all clerical, administrative and secretarial staff with little or no supervisory responsibility but who contribute independently to the organization. It also covers basic computing/data processing staff such as operators, customer service assistants and skilled craftsmen/technicians (e.g., Secretary, Clerk, Finance Processor, Administrative Assistant, Driver-Mechanic, Utility Worker,) *(Please see Annex C)*

7.2. **Distribution for Qualified NIA Officials and Employees**

For each level provided above, the ratings of NIA Officials and Employees under the SPMS or its equivalent shall be quantified to allow for ranking on a percentile basis for the purpose of distribution as follows:

- (a) **For Profitable GOCCs.** - The grant of the PBB shall be based on the performance of the individual Officers and Employees with the rate of incentive as a multiple of the individual's monthly basic salary based on the table below, but not to exceed the ceilings computed by using the same multiple to twice the basic salary of the comparable NG position as provided in the Annex A (of GCG Memorandum Circular 2015-05). Thus, the PBB for Profitable GOCCs shall be distributed among its Officers and Employees for CY 2015, as follows:

| Percentile | Multiple |
|------------------------|-----------------|
| Top: Maximum 10% | 2.50 |
| Next: Maximum 25% | 1.50 |
| Remaining: Minimum 65% | 1.00 |

**The percentile of the "Top" and "Next" levels are maximum figures with the discretion on the part of the Governing Board/Management to decrease the figures and distribute them to the "Remaining" level.*

Provided, that the total cost of the PBB shall not result in a net loss for CY 2015 computed before subsidy and unrealized gains/losses, and after taxes.

- (b) **For Losing GOCCs.** - The grant of PBB shall also be based on the performance of individual Officers and Employees with the following fixed rate of incentive; thus, Losing GOCCs shall distribute PBB among its Officers and Employees for CY 2015, as follows:

| Percentile | Amount (Php) |
|------------------------|---------------------|
| Top: Maximum 10% | 25,000 |
| Next: Maximum 25% | 15,000 |
| Remaining: Minimum 65% | 7,500 |

**The percentile of the "Top" and "Next" levels are maximum figures with the discretion on the part of the Governing Board/Management to decrease the figures and distribute them to the "Remaining" level.*

8.0. GRIEVANCE MECHANISM

All PBB-related issues and complaints raised by NIA officials and employees shall be referred to the Deputy Administrator for Administrative and Finance through the Grievance Machinery.

9.0. FUNDING FOR THE 2015 INTERIM PBB

Funds to cover payment of the 2015 Interim PBB shall be charged against COB funds.

10.0. EFFECTIVITY

This Memorandum Circular shall take effect immediately.

Be guided accordingly.



ENGR. FLORENCIO F. PADERNAL, DPA
Administrator



Date: 03-03-16

ANNEX A

| Position Title | SG | Total Number of Positions |
|------------------------------------|----|---------------------------|
| SENIOR MANAGEMENT | | |
| Administrator | 30 | 1 |
| Senior Deputy Administrator | 29 | 1 |
| Deputy Administrator | 28 | 2 |
| Sub-Total | | 4 |
| MIDDLE MANAGEMENT | | |
| Department Manager | 26 | 8 |
| Regional Manager A | 26 | 14 |
| Department Manager A -MRIIS/UPRIIS | 26 | 2 |
| Sub-Total | | 24 |

ANNEX B

| Position Title | SG | Total Number of Positions |
|--|----|---------------------------|
| PROFESSIONAL AND SUPERVISORY | | |
| Corporate Board Secretary A | 24 | 1 |
| Division Manager | 24 | 98 |
| Attorney V | 25 | 2 |
| Medical Officer V | 25 | 1 |
| Attorney IV | 23 | 4 |
| Head Executive Assistant | 23 | 1 |
| Dentist IV | 23 | 1 |
| Principal Architect A | 22 | 1 |
| Principal Engineer A | 22 | 69 |
| Principal Geologist | 22 | 1 |
| Project Evaluation Officer IV | 22 | 1 |
| Chief Internal Control Officer | 22 | 3 |
| Community Development Officer IV | 22 | 3 |
| Corporate Planning Chief | 22 | 1 |
| Information System Development Chief A | 22 | 1 |
| Information Technology Officer II | 22 | 1 |
| Cashiering Services Chief A | 22 | 2 |
| Chief Civil Security Officer | 22 | 1 |
| Corporate Finance Services Chief | 22 | 6 |
| Human Resource Management Officer IV | 22 | 3 |
| Maintenance Superintendent B | 22 | 1 |
| Materials Planning Services Chief | 22 | 1 |
| Procurement Services Chief | 22 | 1 |
| Public Relations Officer IV | 22 | 1 |
| Records Officer IV | 22 | 1 |
| Senior Executive Assistant | 22 | 1 |
| Technical Assistant A | 22 | 6 |
| Chief Researcher-Analyst | 21 | 1 |
| Principal Engineer C | 20 | 76 |
| Watershed Management Chief | 20 | 2 |
| Community Relations Chief B | 20 | 9 |
| Administrative Services Chief A | 20 | 16 |
| Chief Corporate Accountant B | 20 | 16 |
| Executive Assistant A | 20 | 1 |
| Information Systems Design Specialist | 19 | 1 |

| Position Title | SG | Total Number of Positions |
|--|----|---------------------------|
| Information Technology Officer I | 19 | 1 |
| Project Evaluation Officer III | 18 | 2 |
| Senior Economist A | 18 | 2 |
| Supervising Engineer A | 18 | 106 |
| Supervising Architect | 18 | 1 |
| Supervising Geologist | 18 | 1 |
| Supervising Hydro-geologist | 18 | 1 |
| Supervising Hydrologist | 18 | 1 |
| Supervising Researcher-Analyst | 18 | 2 |
| Supervising Soil Technologist | 18 | 1 |
| Environmental Specialist A | 18 | 2 |
| Senior Internal Control Officer A | 18 | 8 |
| Community Development Officer III | 18 | 5 |
| Computer Programmer III | 18 | 2 |
| Building & Grounds Maintenance Head A | 18 | 1 |
| Civil Security Officer A | 18 | 1 |
| Corporate Budget Specialist A | 18 | 1 |
| Corporate Planning Specialist | 18 | 2 |
| Financial Planning Specialist B | 18 | 16 |
| Senior Cashier | 18 | 1 |
| Senior Corporate Accountant A | 18 | 4 |
| Senior Industrial Relations Management/ Devt Officer A | 18 | 15 |
| Senior IRD Officer A | 18 | 1 |
| Senior IRM Officer A | 18 | 2 |
| Senior Public Relations Officer | 18 | 1 |
| Supervising Property Officer | 18 | 1 |
| Supervising Records Officer | 18 | 1 |
| Supervising Supply Officer | 18 | 2 |
| Watershed Management Specialist | 17 | 1 |
| Supervising Irrigators Development Officer | 17 | 35 |
| Plant Mechanical/Electrical Maintenance | 17 | 1 |
| Senior Collection Officer | 17 | 1 |
| Senior Engineer A | 16 | 193 |
| Senior Geodetic Engineer | 16 | 1 |
| Senior Geologist | 16 | 1 |
| Senior Researcher-Analyst A | 16 | 6 |
| Senior Computer Services Programmer | 16 | 17 |
| Information Systems Analyst II | 16 | 1 |
| Community Development Officer II | 16 | 7 |

| Position Title | SG | Total Number of Positions |
|---------------------------------------|----|---------------------------|
| Senior Corporate Planning Analyst | 16 | 1 |
| Senior Internal Control Officer B | 16 | 8 |
| Administrative Services Officer A | 16 | 28 |
| Cashier A | 16 | 16 |
| Records Officer A | 16 | 1 |
| Senior Supply Officer | 16 | 15 |
| Senior Agronomist | 15 | 1 |
| Soil Technologist A | 15 | 1 |
| Senior Irrigators Development Officer | 15 | 122 |
| Watershed Forester A | 15 | 2 |
| Computer Maintenance Technician II | 15 | 1 |
| Corporate Budget Officer B | 15 | 1 |
| Executive Secretary B | 15 | 4 |
| Information Officer A | 15 | 1 |
| IRD Officer A | 15 | 2 |
| IRM Officer A | 15 | 3 |
| Procurement Officer B | 15 | 1 |
| Public Relations Officer A | 15 | 15 |
| Senior Corporate Accounts Analyst | 15 | 9 |
| Senior Financial Planning Analyst | 15 | 17 |
| Engineer A | 14 | 97 |
| Hydrologist | 14 | 28 |
| Cashier B | 14 | 46 |
| Property Officer A | 14 | 2 |
| Records Officer B | 14 | 1 |
| Senior Industrial Nurse | 14 | 1 |
| Senior Plant Mechanic | 14 | 1 |
| Corporate Accounts Analyst | 13 | 22 |
| Corporate Budget Analyst A | 13 | 2 |
| Data Analyst-Controller | 13 | 1 |
| Data Controller IV | 13 | 1 |
| Financial Planning Analyst | 13 | 1 |
| Internal Control Officer A | 13 | 3 |
| IRM Officer B | 13 | 2 |
| Minutes Officer A | 13 | 1 |
| Procurement Analyst A | 13 | 1 |
| Public Relations Officer B | 13 | 1 |
| Researcher Analyst A | 13 | 1 |
| Senior Cartographer | 13 | 1 |
| Supervising ECS Technician | 13 | 3 |

| Position Title | SG | Total Number of Positions |
|--|----|---------------------------|
| Transport Officer B | 13 | 1 |
| Agriculturist B | 12 | 1 |
| Irrigators Development Officer A | 12 | 51 |
| Senior Water Resources Facilities Technician | 12 | 451 |
| Guesthouse Supervisor | 12 | 1 |
| Head Photographer | 12 | 1 |
| Property Officer B | 12 | 50 |
| Records Officer C | 12 | 2 |
| Aquaculturist I | 11 | 1 |
| Industrial Relations Mgt/Dev't Officer C | 11 | 21 |
| Librarian I [Librarian B] | 11 | 1 |
| Computer File Librarian I | 8 | 1 |
| Sub-Total | | 1830 |

ANNEX C

| Position Title | SG | Total Number of Positions |
|--|----|---------------------------|
| CLERICAL/GENERAL STAFF | | |
| Senior Accounting Processor A | 12 | 65 |
| Senior Artist Illustrator | 12 | 1 |
| Senior Building Electrician A | 12 | 1 |
| Senior Collection Representative | 12 | 2 |
| Senior Laboratory Technician | 12 | 1 |
| Senior Liaison Officer | 12 | 1 |
| Supervising Draftsman A (Autocad Operator) | 12 | 2 |
| Data Controller III | 11 | 2 |
| Private Secretary | 11 | 2 |
| Senior Data Encoder-Controller | 11 | 2 |
| Senior Draftsman | 11 | 16 |
| Senior Instrument Technician | 11 | 1 |
| Storekeeper A | 11 | 1 |
| Collection Representative A | 10 | 74 |
| Data Encoder-Controller | 10 | 3 |
| Engineering Assistant A | 10 | 15 |
| Forestry Assistant A | 10 | 8 |
| Head Carpenter | 10 | 1 |
| IRD Assistant A | 10 | 1 |
| IRM Assistant A | 10 | 2 |
| Liaison Officer A | 10 | 1 |
| Plant Electrician B | 10 | 1 |
| Plant Equipment Operator E | 10 | 4 |
| Plant Mechanic B | 10 | 8 |
| Senior Accounting Processor B | 10 | 13 |
| Senior Audio Visual Systems Technician | 10 | 1 |
| Senior Automotive Mechanic | 10 | 15 |
| Senior Building Electrician | 10 | 1 |
| Senior Industrial Security Guard | 10 | 2 |
| Automotive Mechanic A | 9 | 17 |
| Driver-Mechanic A | 9 | 9 |
| Electronics Comm Systems Operator B | 9 | 14 |
| Heavy Equipment Operator | 9 | 79 |
| Procurement Assistant A | 9 | 1 |
| Secretary A | 9 | 8 |

| Position Title | SG | Total Number of Positions |
|--|----|---------------------------|
| Senior Data Encoder | 9 | 16 |
| Senior Transport Electrician | 9 | 1 |
| Storekeeper B | 9 | 16 |
| Accounting Processor A (Billing Clerk) | 8 | 125 |
| Aquacultural Technician II | 8 | 1 |
| Building Electrician A | 8 | 1 |
| Draftsman A | 8 | 2 |
| Engineering Assistant B | 8 | 60 |
| Housekeeping Services Headman B | 8 | 1 |
| Industrial Security Guard A | 8 | 445 |
| Instrument Technician A | 8 | 5 |
| Plant Electrician C | 8 | 12 |
| Plant Mechanic C | 8 | 19 |
| Plant/Substation Helper A | 8 | 8 |
| Plumber A | 8 | 1 |
| Records Assistant | 8 | 2 |
| Senior Carpenter | 8 | 1 |
| Transmission Lineman C | 8 | 2 |
| Welder | 8 | 5 |
| Auto-Electrician B | 7 | 1 |
| Data Encoder | 7 | 174 |
| Driver-Mechanic B | 7 | 170 |
| Reproduction Machine Operator | 7 | 1 |
| Medical Services Assistant | 6 | 1 |
| Storekeeper C | 6 | 9 |
| Water Resources Facilities Operator B | 6 | 328 |
| Water Resources Facilities Operator B (Pump Oper | 6 | 22 |
| Mason A | 5 | 2 |
| Plant Helper B | 5 | 4 |
| Liaison Aide | 4 | 2 |
| Utility Worker A | 3 | 143 |
| Sub-Total | | 1955 |

ANNEX D

PROJECTS

| Position Title | SG | Total Number of Positions |
|---|----|---------------------------|
| MIDDLE MANAGEMENT | | |
| Project Manager A | 26 | 9 |
| Assistant Project Manager A | 25 | 2 |
| Project Manager B | 25 | 1 |
| Assistant Project Manager B | 24 | 3 |
| Subtotal | | 15 |
| PROFESSIONAL AND SUPERVISORY | | |
| Division Manager A | 24 | 2 |
| Division Manager B | 23 | 18 |
| Principal Engineer A | 22 | 6 |
| Principal Engineer B | 21 | 2 |
| Chief Researcher-Analyst | 21 | 1 |
| Principal Engineer C | 20 | 27 |
| Environmental Management Chief | 20 | 1 |
| Finance Officer B | 20 | 3 |
| Administrative Services Chief A | 20 | 2 |
| Supervising Industrial Relations Management Officer A | 20 | 1 |
| Senior Financial Planning Specialist | 20 | 1 |
| Community Relation Officer | 20 | 1 |
| Irrigator's Development Chief B | 19 | 2 |
| Supervising Engineer A | 18 | 53 |
| Senior Corporate Accountant A | 18 | 2 |
| Administrative Officer V | 18 | 1 |
| Environmental Management Specialist A | 18 | 1 |
| Financial Planning Analyst | 18 | 1 |
| Financial Planning Specialist B | 18 | 1 |
| Environmental Specialist | 18 | 1 |
| Supervising Researcher-Analyst | 18 | 3 |
| Community Development Officer III | 18 | 1 |
| Supervising Irrigator's Development Officer | 17 | 9 |
| Senior Engineer A | 16 | 60 |
| Cashier A | 16 | 2 |
| Community Development Officer II | 16 | 2 |
| Industrial Relations Management Officer A | 15 | 5 |
| Senior Corporate Accounts Analyst | 15 | 6 |
| Senior Irrigator's Development Officer A | 15 | 35 |
| Administrative Officer IV | 15 | 15 |
| Senior Right-of-Way Officer | 15 | 2 |
| Senior Economist B | 15 | 1 |

| | | |
|--|----|------------|
| Engineer A | 14 | 69 |
| Property Officer A | 14 | 2 |
| Supply Officer A | 14 | 2 |
| Construction Foreman | 14 | 1 |
| Property/Supply Officer A | 14 | 3 |
| Cashier B | 14 | 2 |
| Administrative Services Officer B | 14 | 2 |
| Soil Technologist B | 13 | 1 |
| Researcher Analyst A | 13 | 1 |
| Community Development Officer | 12 | 1 |
| Senior Accounting Processor A | 12 | 15 |
| Irrigator's Development Officer A | 12 | 50 |
| Agriculturist B | 12 | 1 |
| Engineer B | 12 | 1 |
| Cashier C | 12 | 1 |
| Procurement Analyst B | 11 | 1 |
| Industrial Nurse | 10 | 1 |
| Subtotal | | 422 |
| CLERICAL AND GENERAL STAFF | | |
| Right-of-Way Officer | 12 | 3 |
| Senior Water Resources Facilities Technician | 12 | 3 |
| Senior Draftsman | 11 | 5 |
| Transport Dispatcher A | 11 | 1 |
| Collection Representative A | 11 | 1 |
| Engineering Assistant A | 10 | 2 |
| Senior Accounting Processor B | 10 | 41 |
| Laboratory technician A | 10 | 3 |
| Administration Services Assistant B | 10 | 1 |
| Right-of-Way Assistant A | 10 | 3 |
| Engineering Draftsman | 10 | 1 |
| Senior Auto Mechanic | 10 | 2 |
| Administrative Assistant III | 9 | 5 |
| Procurement Assistant A | 9 | 1 |
| Auto Mechanic A | 9 | 2 |
| Senior Data Encoder | 9 | 1 |
| Heavy Equipment Operator | 9 | 1 |
| Secretary A | 9 | 3 |
| Administrative Assistant II | 8 | 6 |
| Industrial Security Guard A | 8 | 19 |
| Cashiering Assistant | 8 | 1 |
| Driver-Mechanic B | 7 | 17 |
| Data Encoder | 7 | 9 |
| Administrative Assistant I | 7 | 2 |
| Storekeeper C | 6 | 1 |
| Water Resources Facilities Operator B | 6 | 1 |
| Clerk Processor B | 6 | 2 |
| Utility Worker A | 3 | 1 |
| Subtotal | | 138 |
| Total | | 575 |

| | CO & REGIONAL OFFICES | PROJECTS |
|-------------------------------------|--|-----------------|
| Senior Management | 4 | 0 |
| Middle Management | 24 | 15 |
| Professional and Supervisory | 1830 | 422 |
| Clerical and General Staff | 1955 | 138 |
| TOTAL | 3813 | 575 |

ANNEX D

PROJECTS

| Position Title | SG | Total Number of Positions |
|---|----|---------------------------|
| MIDDLE MANAGEMENT | | |
| Project Manager A | 26 | 9 |
| Assistant Project Manager A | 25 | 2 |
| Project Manager B | 25 | 1 |
| Assistant Project Manager B | 24 | 3 |
| Subtotal | | 15 |
| PROFESSIONAL AND SUPERVISORY | | |
| Division Manager A | 24 | 2 |
| Division Manager B | 23 | 18 |
| Principal Engineer A | 22 | 6 |
| Principal Engineer B | 21 | 2 |
| Chief Researcher-Analyst | 21 | 1 |
| Principal Engineer C | 20 | 27 |
| Environmental Management Chief | 20 | 1 |
| Finance Officer B | 20 | 3 |
| Administrative Services Chief A | 20 | 2 |
| Supervising Industrial Relations Management Officer A | 20 | 1 |
| Senior Financial Planning Specialist | 20 | 1 |
| Community Relation Officer | 20 | 1 |
| Irrigator's Development Chief B | 19 | 2 |
| Supervising Engineer A | 18 | 53 |
| Senior Corporate Accountant A | 18 | 2 |
| Administrative Officer V | 18 | 1 |
| Environmental Management Specialist A | 18 | 1 |
| Financial Planning Analyst | 18 | 1 |
| Financial Planning Specialist B | 18 | 1 |
| Environmental Specialist | 18 | 1 |
| Supervising Researcher-Analyst | 18 | 3 |
| Community Development Officer III | 18 | 1 |
| Supervising Irrigator's Development Officer | 17 | 9 |
| Senior Engineer A | 16 | 60 |
| Cashier A | 16 | 2 |
| Community Development Officer II | 16 | 2 |
| Industrial Relations Management Officer A | 15 | 5 |
| Senior Corporate Accounts Analyst | 15 | 6 |
| Senior Irrigator's Development Officer A | 15 | 35 |
| Administrative Officer IV | 15 | 15 |
| Senior Right-of-Way Officer | 15 | 2 |
| Senior Economist B | 15 | 1 |

| | | |
|--|----|-----|
| Engineer A | 14 | 69 |
| Property Officer A | 14 | 2 |
| Supply Officer A | 14 | 2 |
| Construction Foreman | 14 | 1 |
| Property/Supply Officer A | 14 | 3 |
| Cashier B | 14 | 2 |
| Administrative Services Officer B | 14 | 2 |
| Soil Technologist B | 13 | 1 |
| Researcher Analyst A | 13 | 1 |
| Community Development Officer | 12 | 1 |
| Senior Accounting Processor A | 12 | 15 |
| Irrigator's Development Officer A | 12 | 50 |
| Agriculturist B | 12 | 1 |
| Engineer B | 12 | 1 |
| Cashier C | 12 | 1 |
| Procurement Analyst B | 11 | 1 |
| Industrial Nurse | 10 | 1 |
| Subtotal | | 422 |
| CLERICAL AND GENERAL STAFF | | |
| Right-of-Way Officer | 12 | 3 |
| Senior Water Resources Facilities Technician | 12 | 3 |
| Senior Draftsman | 11 | 5 |
| Transport Dispatcher A | 11 | 1 |
| Collection Representative A | 11 | 1 |
| Engineering Assistant A | 10 | 2 |
| Senior Accounting Processor B | 10 | 41 |
| Laboratory technician A | 10 | 3 |
| Administration Services Assistant B | 10 | 1 |
| Right-of-Way Assistant A | 10 | 3 |
| Engineering Draftsman | 10 | 1 |
| Senior Auto Mechanic | 10 | 2 |
| Administrative Assistant III | 9 | 5 |
| Procurement Assistant A | 9 | 1 |
| Auto Mechanic A | 9 | 2 |
| Senior Data Encoder | 9 | 1 |
| Heavy Equipment Operator | 9 | 1 |
| Secretary A | 9 | 3 |
| Administrative Assistant II | 8 | 6 |
| Industrial Security Guard A | 8 | 19 |
| Cashiering Assistant | 8 | 1 |
| Driver-Mechanic B | 7 | 17 |
| Data Encoder | 7 | 9 |
| Administrative Assistant I | 7 | 2 |
| Storekeeper C | 6 | 1 |
| Water Resources Facilities Operator B | 6 | 1 |
| Clerk Processor B | 6 | 2 |
| Utility Worker A | 3 | 1 |
| Subtotal | | 138 |
| Total | | 575 |

| | CO & REGIONAL OFFICES | PROJECTS |
|-------------------------------------|--|-----------------|
| Senior Management | 4 | 0 |
| Middle Management | 24 | 15 |
| Professional and Supervisory | 1830 | 422 |
| Clerical and General Staff | 1955 | 138 |
| TOTAL | 3813 | 575 |