

THE DIPOLOG CITY WATER DISTRICT BUSINESS PLAN

2018-2022

1. **DVERVIEW**

1.1 Our Vision

"The Dipolog City Water District by 2028: Delivering Sufficient, Reliable and Affordable Quality Water from the Tap to your Cup 24/7"

1.2 Our Mission

Driven by our vision, we commit to:

- Deliver constant, safe and reliable water compliant with national standards at the least possible cost;
- 2. Provide the highest quality service to our customers;
- 3. Protect and safeguard our water resources;
- Sustain our viability through an efficiently managed and resilient network system.

1.3 Our Core Values

Integrity

We obey the law and do not compromise moral or ethical principles.

Honesty and fairness guide our every action.

Teamwork

We are a team of professionals with a collaborative nature.

We allow for differences to exist and we manage conflicts constructively & professionally.

Customer Focus

Our customer is the key to our success.

We passionately care for our customers by consistently fulfilling our service commitments.

Service Excellence

Excellence is embedded in our culture. We strive to do exceptionally well in all aspects of our business

2. STRATEGIC DIRECTION, ISSUES AND CONCERNS (Assessment of Current Conditions and Priority Issues)

2.1 Strategic Direction

The strategic direction of the Dipolog City Water District is already laid out in the local, national and international directives and aspirations.

The vision of Dipolog City to be recognized as THE CENTER OF OUTDOOR SPORTS OF THE SOUTH BY 2020" calls not only for the improvement of its sports facilities, but also the development of its ability to host sports competitions and sports recreation activities which will entice tourists to come to the city. This vision can never be achieved without basic services, especially water and sanitation.

In the national scene, the second area for strategic action in President Duterte's long-term vision, dubbed as "AmBisyon Natin 2040", is towards promoting a long and healthy life through efficiently-managed natural resources and environment, among others. In fact, one of the proposed legislative measures in the Philippine Development Plan 2017-2022 is for the amendment of the Water Code of the Philippines.

More so in the international scene, efforts are directed towards water conservation. The growing scarcity of safe drinking water is a global concern. "Ensuring access to water and sanitation for all" is Goal 6 in the Sustainable Development Goals of the United Nations Development Programme (UNDP).

A vital component towards the realization of both our city and country's vision is providing access to safe and affordable drinking water and the creation of wastewater disposal facilities. Domestic water systems and sanitary sewers are two of the most basic and essential pre-requisites to the orderly and well-balanced growth of urban areas, the absence of which is recognized as a deterrent to economic growth, a hazard to public health and an irritant to the spirit and well-being of the citizenry.

2.2 Priority Issues & Concerns Facing the Dipolog City Water District

- 1. Low pressure during peak hours
- 2. Presence of water impurities
- No wastewater disposal facilities
- 4. Out-dated computerized operations system
- 5. Need for additional and bigger facilities to accommodate the growing number of employees and clientele
- 6. Overloading of staff functions & responsibilities

3. GENERAL DESCRIPTION OF THE UTILITY

3.1 Brief History

The Dipolog City Water District (DipCWD) was created on December 11, 1981 by virtue of Presidential Decree No. 198, otherwise known as the "Provincial Water Utilities Act of 1973". Its original waterworks facilities which include the Ambogoc intake and a now abandoned infiltration gallery, used to be part of the Dipolog-Dapitan water system until the system of the two cities separated in 1981 by virtue of Resolution No. 163 of the Sangguniang Panlungsod of Dipolog City. It was then registered and issued a Conditional Certificate of Conformance No. 179 on December 14, 1982 by the Local Water Utilities Administration.

3.2 Franchise Area Profile Information

3.2.1 Description of the Service Area

Dipolog City, the capital city of the province of Zamboanga del Norte, is located on the northwest coast of Mindanao facing the Sulu Sea and is bounded on the North by Dapitan City, and on the South and East by the municipalities of Katipunan and Polanco, respectively. It has a total land area of 13,628 hectares and is politically subdivided into 21 barangays namely: Estaka, Biasong, Barra, Central, Dicayas, Galas, Gulayon, Minaog, Miputak, Sicayab, Sta. Filomena, Sta. Isabel, Turno, Lugdungan, Olingan, Punta, Sangkol, Sinaman, Cogon, Diwan, and San Jose.

3.2.2 Population

Based on the latest census of 2015, Dipolog City has a population of 130,759 against the 2010 Census of 79,887 indicating an average annual growth rate of 1.65%. This relatively high growth rate can be attributed to the proliferation of small to medium industries in the City. For 2017, the estimated total population is 136,577 of which 68,149 are males and 68,428 are females.

3.2.3 Source of Income

Sixty-one percent of the population are engaged in trade and services, 23% in agriculture and fishing and the remaining 11% in quarrying, manufacturing, electricity, gas, water, and construction. Major products are coconut, rice, corn, bottled sardines, processed meat, fresh and processed meat and fish, and nito handicrafts.

3.3 KEY STATISTICAL PERFORMANCE INFORMATION

3.3.1 Description of Existing Waterworks Facilities

Dipolog City Water District depends solely on groundwater sources. It has eight (8) production wells, two 500-m3 elevated reservoir with iron treatment facility, an 800-m3 concrete tank, a 50-m3 storage tank, seven booster pumps and approximately 105 kilometers of transmission and distribution pipe network ranging from 25 to 250 mm in diameter.

The location of the deepwell sources are as follows: Pump #1 in Mibang, Sta. Isabel; Pump #2 in Lawag, Galas; Pump #3 in Lobing-Ogis, Galas; Pumps #5, 6 & 7 in Gulayon; Pump #9 in Sangkol; and Pump #10 in Sinaman. Total rated capacity of the eight (8) wells is 408,062 cubic meters per month.

Intermittently, bulk water is also purchased from Polanco Water District to ease the water shortage during peak hours, usually from 5AM to 8AM.

3.3.2 Service Connections

From its humble beginning of 410 service connections back in 1981, it grew to 17,754 as of October 2017. Multiplied by 5 (the average household size per Philippine Statistics Authority & LWUA Board Res. 2-16), the estimated population served is 88,770 or 65% of the total service area population.

Of the 21 barangays in its service area, only two are left unserved, San Jose and Diwan.

3.3.3 Chlorination and Water Treatment Method

Though the water drawn comes from the underground, which is supposedly free from bacteriological contaminants, it is a requirement that water supplied shall be treated when distributed to forestall contamination resulting from pipeline leaks within the pipeline system. Likewise, regulatory requirements should also be complied as per provisions of DOH AO No. 2017-0010 dated June 23, 2017, known as the Philippine National Standards of Drinking Water of 2017 (PNSDW 2017) for the physical, chemical and bacteriological qualities of water.

Various chemicals were utilized to treat water. Gas and liquid chlorine (CL2)were employed but issues on its usage towards health were questioned, though scientific studies still cannot attest to the veracity of these issues.

Notions confide that when chlorine combines with organic impurities in water, it will produce trihalomethanes (THMs), or chloramines. These THMs are carcinogenic chloroform and carbon tetrachloride. It is the combination of chlorine and organic materials already in the water that produces cancer-causing byproducts. The more organic matter in the water, the greater is the accumulation of THMs.

Currently, chlorine dioxide (CLO2) is used, taking cognizant of its advantages, from handling to dosing operation, over chlorine.

There are two wells that yielded high in iron, way beyond the requirement of PNSDW 2017. Two iron removal treatment plants were constructed in 2000 and 2004 to reduce said iron contents from these two wells before being released in the system for distribution.

3.3.4 Water Use Assessment

Water Use Assessment	2016	2015	2014	2013	2012
Total Production (x '000 cu.m.)	4,173	4,161	3,805	4,002	3,734
Total Billed (x '000 cu.m.)	3,372	3,339	3,002	3,090	2,750
Total Accounted (x '000 cu.m.)	3,578	3,668	3,357	3,339	2,899
Unaccounted Water (%)	14%	12%	12%	17%	22%
Non-Revenue Water (%)	19%	20%	21%	23%	26%
Total Service Connections	16,968	15,775	14,586	13,713	12,911
Ave. monthly consumption/ connection (cu.m.)	17	18	17	19	18
Ave. daily per capita	0.11	0.12	0.11	0.13	0.12

3.3.5 Consumption History

The second secon			y Classifi							
Classification	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17
Residential A	222,483	212,969	190,509	219,715	223,248	232,397	219,726	220,601	222,695	218,171
Residential B	7,080	7,895	6,987	7,834	7,630	7,899	7,570	7,678	7,605	7,495
Residential C	4,597	4,892	4,766	5,102	4,830	5,191	5,756	5,796	5,940	5,449
Residential D	608	726	539	555	598	567	528	706	641	595
Government	10,601	12,531	13,271	12,095	10,476	11,658	10,882	13,930	15,732	15,728
Commercial	23,374	24,582	21,757	23,529	21,792	23,839	22,616	23,308	23,857	23,432
Semi-Com A	8,649	8,663	7,786	8,605	7,829	8,547	8,440	8,822	8,185	8,199
Semi-Com B	2,636	2,808	2,603	2,767	2,841	2,999	2,527	2,495	2,696	2,537
TOTAL	280,028	275,066	248,218	280,202	279,244	293,097	278,045	283,336	287,351	281,606
Consumption	n per Capit	a by Cla	ssificatio	n (in '00	0 cu.m.)		•			
Classification	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17
Residential A	1,112	1,065	953	1,099	1,116	1,162	1,099	1,103	1,113	1,091
Residential B	35	39	35	39	38	39	38	38	38	37
Residential C	23	24	24	26	24	26	29	29	30	27
Residential D	- 3	4	3	3	3	3	3	4	3	3
Government	53	63	66	60	52	58	54	70	79	79
Commercial	117	123	109	118	109	119	113	117	119	117
			20	43	39	43	42	44	41	41
Semi-Com A	43	43	39	43	33	43	74		7.1	41
Semi-Com A Semi-Com B	43 13	43 14	13	14	14	15	13	12	13	13

3.3.5 Organizational Structure

At the helm of the organization is the Board of Directors as policy-making body. It is composed of 5 members: one representing the civic-oriented service clubs; one member representing the professional sector; one member from the business, commercial, or financial organizations; one member from the educational or religious institutions; and one representative from the women's sector. The term of a director is 6 years.

Management and operation of the water district is lodged in the General Manager who is appointed by the Board of Directors.

Dipolog City Water District currently enjoys a Category B status. Its total personnel complement is 90 consisting of 41 regular employees, and 49 contractuals and job-orders. As there are presently 17,754 active service connections as of October, 2017, the staff-to-connection ratio is 1:197, a distant comparison from the industry average of 1:120 service connections. The average monthly salary per employee is P14,035.

The organizational set-up is composed of 2 departments: Administrative, Finance & Commercial Department; and Engineering & Operations Department. Each department is further divided into 2 divisions. Under the Administrative, Finance & Commercial Department are the Administrative & Finance Services Division; and the Commercial Services Division. Under the Engineering & Operations Department are the Planning, Construction & Maintenance Division; and the Water Resources Division.

3.3.6 Corporate Governance Structure

The Dipolog City Water District is a government-owned and controlled corporation, thus, it is subject to the rules and regulations of the Civil Service Commission, Commission on Audit, and Department of Budget and Management. Other regulating bodies are the Local Water Utilities Administration, and the National Water Resources Board.

4. STRATEGIC GOALS

Strategic Goal 1. Maintain a constant water pressure of not less than 10 psi in all areas by the end of 2022.

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Strategic Goal 2. Reduce the iron content from 0.8 ppm to 0.3 ppm by the end of 2022, and a 10% yearly reduction on the complaints received pertaining to the physical qualities of the water.

Strategic Goal 3. Reduce indiscriminate disposal of septage through the completion &

PERFORMANCE IMPROVEM	MENT PLAN		TITLE OF	STRATEGIC GOAL	#1
a) Drilling and operation of eight (8) additional wells b) Rehabilitation and replacement of encrusted, worn-co c) Construction of a 1000-m3 capacity water storage fac	ility	S	To maintain a constar 10 psi in all areas by t	he end of 2022.	
Statement of Strategic Goal Addressed:	Insuffiicient water sup from 5AM to 8AM.	ply; Low water p	oressure to no water i	n certain areas duri	ng peak hours
Department (s) and Key Manager (s) Responsible:	Engineering Division of	o Ruel Tabada,	Cipriano Padogdog, J	r, Felix Cavan III, Jef	frey Daymiel
Description of Actions to be Taken:	Drilling & operation o	f eight (8) addition zed pipes; & Cor	onal wells; Rehabilitat estruction of a 1000-m	ion and replacements and capacity water st	nt of encrusted, orage facility.
Schedule o	f Tasks, Key Milestone	s, Use of Capita	al & Amount		
'Action Item	2018	2019	2020	2021	2022
a) Additional sources					
Commissioning of Well 11		10,500,000			
Lot purchase for Well 12 (Balabag, Gulayon)	500,000	100			
Drilling and commissioning of Well 12 w/o genset	6,750,000				
Purchase of Well 12 genset		2,000,000			
Construction of Well 12 pumphouse, transformer pad	8	4,250,000			
Lot purchase for Well 13 (Limbonga, Gulayon)	500,000				
Drilling and commissioning of Well 13 w/ genset	8,750,000			14.5 · 5.66 (4.5 (4.5 (4.5 (4.5 (4.5 (4.5 (4.5 (4.5	
Construction of Well 13 pumphouse, transformer pad	&				
fence		4,250,000		2.00	
Lot purchase for Well 14 (Linabo, Lugdungan)	300,000				
Drilling and commissioning of Well 14		13,000,000			
Lot purchase for Well 15 (Balintawak)	300,000				
Drilling and commissioning of Well 15		2,500,000	10,500,000		
Lot purchase for Well 16 (Cogon Boundary)			500,000	1000000	
Drilling and commissioning of Well 16		2,500,000	10,500,000	12 000 000	
Drilling and commissioning of Well 17				13,000,000	13,000,000
Drilling and commissioning of Well 18					13,000,000
Engineering studies	1,000,000				The second second
b) Additional Water storage facility		2 000 000			
Lot purchase reservoir @ Lugdungan		2,000,000	10,000,000		
Construction of 1000-m3 reservoir @ Lugdungan		10,000,000	10,000,000		
c) Transmission pipe layout		2 500 000			No. of the state of
Transmission pipeline from Well 12 to crossing NFA		3,500,000			
Transmission pipeline from Well 13 to crossing NIA		3,300,000 18,500,000			
Transmission pipeline from Well 14 to crossing KIA		18,300,000			
Transmission pipeline from Sinaman to Galas, Bus			15,000,000	15,000,000	
Terminal & KIA Sangkol-Cogon Transmission Pipeline		7,000,000		7: 1	
Transmission pipeline from crossing City Jail to Cacao,		,,500,000			
Naga Minaog		9,000,000			
d) Rehabilitation and pipe replacement					
Pipe replacement along Katipunan St to Zamora St		5,000,000			
TOTAL	18,100,000	97,300,000	46,500,000	28,000,000	13,000,000
	CON				202,900,000

PERFORMANCE IMPROVEN	MENT PLAN		TITLE O	F STRATEGIC GO	OAL # 2
a) Replacement and rehabilitation of encrusted, worn-o b) Installation of motorized valves at sources c) Improvement of iron removal facilities	ut and undersized p	ipes	To reduce the iron of the end of 2022 with complaints received of the water.	a 10% yearly red	duction on the
Statement of Strategic Goal Addressed:	Significant present	e of water impurit	es		
Department (s) and Key Manager (s) Responsible:	Engineering Division	on c/o Ruel Tabada	, Marlou Magallanes,	Felix Cavan III, Je	effrey Daymiel
Description of Actions to be Taken:			crusted, worn-out and ment of iron removal		es; Installation of
Schedule of	Tasks, Key Milesto	ones, Use of Capit	al & Amount		
. Action Item	2018	2019			
Action Item	2020	2019	2020	2021	2022
		800,000	2,800,000	2021	2022
Installation of motorized valves at sources			ESTATE OF THE STATE OF THE STAT	2021	2022
Installation of motorized valves at sources Pipe replacement along Zamora St to Boulevard		800,000	ESTATE OF THE STATE OF THE STAT	2021	2022
Installation of motorized valves at sources Pipe replacement along Zamora St to Boulevard Pipe replacement along Gen. Luna St to Boulevard		800,000	ESTATE OF THE STATE OF THE STAT	2021	2022
Installation of motorized valves at sources Pipe replacement along Zamora St to Boulevard Pipe replacement along Gen. Luna St to Boulevard Pipe replacement along Rizal Ave to Boulevard Improvement of iron removal plant		800,000 3,500,000 5,500,000	ESTATE OF THE STATE OF THE STAT	2021	2022
Installation of motorized valves at sources Pipe replacement along Zamora St to Boulevard Pipe replacement along Gen. Luna St to Boulevard Pipe replacement along Rizal Ave to Boulevard		800,000 3,500,000 5,500,000 2,600,000	ESTATE OF THE STATE OF THE STAT	2021	2022

PERFORMANCE IMPROVE	MENT PLAN		TITLE	OF STRATEGIC GO	AL#3
a) Completion & operation of Septage Treatment Plant b) Purchase of one (1) Mini-Excavator, Crawler Type c) Purchase of one (1) Vibratory Plate Compactor			Reduce indiscrimi completion & ope by July 2019.	nate disposal of sep ration of a Septage	tage through the Treatment Plant
Statement of Strategic Goal Addressed:	No proper wastewate	er disposal fac	cilities; indiscriminate	disposal of septage	
Department (s) and Key Manager (s) Responsible:	Engineering Division	c/o Ruel Taba	da, Marlou Magallane	es, Jeffrey Daymiel	
Description of Actions to be Taken:	Completion & operat	ion of Septage	e Treatment Plant; pu	rchase of one (1) M	lini-Excavator,
Schedule o	f Tasks, Key Mileston				
Action Item	2018	2019	2020	2021	2022
Completion & operation of Septage Treatment Plant	6,221,230				
Purchase of Mini-Excavator, Crawler Type	1,000,000				
Purchase of Vibratory Plate Compactor	80,000				100
TOTAL	7,301,230		-	-	
GRAND TOTAL					7,301,230

PERFORMANCE IMPROVEN	MENT PLAN		TITLE O	F STRATEGIC GO	AL#4
a) Upgrade billing and collection system b) Integrate financial reporting and HR management	Live State		To improve office op billing & collection s reporting and HR ma	ystem with integr	ated financial
Statement of Strategic Goal Addressed:	Outdated computeriz	ed operations s	ystem		
Department (s) and Key Manager (s) Responsible:	Administrative Division	on c/o Jade Gonz	zales, Elcid Olmoguez	, Janet Nadala	
Description of Actions to be Taken:	Upgrade billing and c	ollection system	; Integrate financial r	eporting and HR r	nanagement
. Schedule o	f Tasks, Key Milestone	es, Use of Capit	al & Amount		
Action Item	2018	2019	2020	2021	2022
Upgrading of billing and collection system with integrated financial reporting and HR management	500,000	1,500,000			
TOTAL	500,000	1,500,000	-		in A
GRAND TOTAL	Ľ				2,000,000

PERFORMANCE IMPROV	EMENT PLAN		TITLE O	STRATEGIC GOA	L#5
a) Construction of a new administration building and b) Construction of a motorpool at Pump #7 c) Improvement of existing work facilities	multi-purpose covered	court	To promote a conductive end of 2022.	cive and safe work	environment by
Statement of Strategic Goal Addressed:	Overcrowding; no	proper work area,	equipment & facilities	; unsafe structure	S
Department (s) and Key Manager (s) Responsible:	Engineering Divisio	n c/o Ruel Tabada	, Kris Jeffrey Daymiel,	Cipriano Padogdog	3
Description of Actions to be Taken:	Construction and p	rocurement of add	ditional office facilities	& equipment	
Schedule	of Tasks, Key Milesto	nes, Use of Capit	al & Amount		
Action Item	2018	2019	2020	2021	2022
Construction of multi-purpose covered court (Phase-1)	4,000,000			
Construction of multi-purpose covered court (Phase-2)				6,000,000
Construction of admin building (Phase-1)			4,000,000	4,000,000	0,000,000
Construction of admin building (Phase-2)				1,000,000	8,000,000
Construction of motorpool at Pump 7					6,000,000
Surplus Japan dumptruck, 6 wheels (6-m3 capacity)		800,000			0,000,000
Surplus Japan concrete mixer, 10-bagger		1,000,000		and a desired at	
Brand new utility/service vehicles	AMERICAN MI	2,600,000			
TOTAL		8,400,000	4,000,000	4,000,000	20,000,000
GRAND TOTA	AL				36,400,000

PERFORMANCE IMPROVE	MENT PLAN		TITLE	OF STRATEGIC GO	AL#6
a) Streamlining of functions b) Proper workload distribution c) Personnel movement			To improve overall productivity by the	work performance end of 2018.	& staff
Statement of Strategic Goal Addressed:	Overloading of fun	ctions and respo	onsibilities		
Department (s) and Key Manager (s) Responsible:	General Manager,	Administrative &	& Engineering Division	Managers, Genelyr	Empeynado
Description of Actions to be Taken:	Streamlining of fur	nctions; Proper v	vorkload distribution;	Personnel moveme	nt
Schedule	of Tasks, Key Milesto	ones, Use of Ca	pital & Amount		
Action Item	2018	2019	2020	2021	2022
Streamlining of functions Proper workload distribution Personnel movement		(Re	efer to Plantilla of Pers	onnel)	
TOTAL				- 1	

HISTORICAL 2015 2016 2017 2018 2013 2014 2015 2016 2017 2018 2013 2014 2015 2016 2017 2018 2013 2013 2014 2015 2015 2015 2015 2015 2018 2017 2018 2013 2	A STATE OF THE STA										A	ANNEX 7
	WATER DEMAND ANALYSIS			, i						2		
2012 2013 2014 2015 2016 2017 2018 2019			HISTOR	ICAL			Base Year			PROJECTED	2021	303
12.911 13,713 14,586 15,775 16,968 17,968 18,5 12,581 13,312 14,150 15,181 16,372 17,468 18,4 661 802 873 1,189 1,193 1,000 1,0 661 802 873 1,189 1,193 1,000 1,0 64,555 68,565 72,930 78,875 84,840 94,8 52% 54% 557% 60% 664% 657% 6 62cu.m.) 12.4419 12.6447 128,508 130,759 132,812 134,897 137,0 52% 54% 557% 60% 664% 657% 66 644,555 68,565 72,930 78,875 84,840 94,8 67% 60% 644% 657% 66 68 645 72,930 78,875 84,840 94,8 68 643 43.8 43.8 43.8 43.8 43.8 43.8 43.8 43	•	2012	2013	2014	2015	2016	2017	2018	2019	2020	7207	7707
12.911 13,713 14,586 15,775 16,968 17,968 12,581 12,581 13,312 14,150 15,181 16,372 17,468 18,281 12,581 12,581 13,312 14,150 15,181 16,372 17,468 18,281 12,581 12	GENERAL DATA	•					· }		22.450	397.90	27 468	28 468
12,581 13,312 14,150 15,181 16,372 17,468 18,0 1661 802 873 1,189 1,193 1,000	Vear-End Connections	12,911	13,713	14,586	15,775	16,968	17,968	18,968	22,400	20,400	20,000	, [
Inn 124,00 802 873 1,189 1,193 1,000 1,0 Inn 124,411 126,447 128,508 130,759 132,812 134,897 137,6 Lim.) 645,555 68,565 72,930 78,875 84,840 89,840 94,8 Lim.) 52% 54% 57% 60% 64% 67% 66 Lim.) 43.8 </td <td>Legi-Eild Collifertions</td> <td>12 581</td> <td>13 312</td> <td>14.150</td> <td>15,181</td> <td>16,372</td> <td>17,468</td> <td>18,468</td> <td>20,718</td> <td>24,468</td> <td>26,968</td> <td>27,968</td>	Legi-Eild Collifertions	12 581	13 312	14.150	15,181	16,372	17,468	18,468	20,718	24,468	26,968	27,968
ion 124,419 64,555 126,447 64,555 128,508 68,565 130,759 72,930 132,812 78,875 134,897 84,840 137,000 94,840 137,000 94,840 137,000 94,840 94,841 94,841 94,841 94,841 94,841 94,841 94,841 94,841 94,841 94,444 94,444 94,444 94,444 94,444 94,444 94,444 94,444 94,444 94,444 94,444 <td>Mid-Year Connections</td> <td>1533</td> <td>803</td> <td>873</td> <td>1.189</td> <td>1,193</td> <td>1,000</td> <td>1,000</td> <td>3,500</td> <td>4,000</td> <td>1,000</td> <td>1,000</td>	Mid-Year Connections	1533	803	873	1.189	1,193	1,000	1,000	3,500	4,000	1,000	1,000
124,419 126,447 126,340 3,300 78,875 84,840 89,840 94,8 64,555 68,565 72,930 78,875 84,840 89,840 94,8 522% 52% 54% 57% 60% 64% 67% 66 day 0.12 0.12 0.12 0.12 0.12 0.12 0.12 day 0.12 0.12 0.12 0.12 0.12 0.12 0 day 0.12 0.12 0.12 0.12 0.12 0 0 0 ection 5	Market Growth/year	100	200	170 500	120 750	137 817	134.897	137,015	139,166	141,351	143,570	145,824
64,555 68,565 72,930 78,875 84,840 83,940 83,940 83,940 83,940 83,940 83,940 83,940 83,940 83,940 83,940 83,940 84,840 83,940 84,840 83,940 86,865 64% 66% 64% 66% 64% 66% 66% 64% 67% 66 day 0.12	Service Area Population	124,419	126,44/	805,821	cc,/oct	210,201	20,040	040 40	117 340	132 340	137.340	142,340
on 52% 54% 57% 60% 64% 67% 60% (In cu.m.) 0.12 0.02 0.02 0.02 0.02 0.02 0.02 0.02 0.02 0.03<	Population Served	64,555	68,565	72,930	78,875	84,840	89,840	54,040	010/	0/00	06%	98%
um 0.12 0.12 0.12 0.12 0.12 0.12 0.12 0.12 0.12 on 43.8 43.8 43.8 43.8 43.8 43.8 43.8 43.8 43.8 on 5 5 5 5 5 5 5 5 5 on 219 219 219 219 219 219 219 219 n 219 219 219 219 219 219 219 219 vells 3,734,000 4,002,000 3,805,000 4,161,000 4,173,000 3,829,489 4,889,4 vells 3,750,000 3,902,000 3,805,000 (803,000) (801,000) (660,151) (951,8 vells 3,750,000 3,939,000 3,337,000 3,372,000 3,372,000 3,379,894 4,057,6	% Served Population	52%	54%	57%	60%	64%	6/%	69%	0/10	27.70	0070	
um 43.8 43.94 49.444.4 49.44.4 49.44.4 49.4	WATER DEMAND (in cu.m.)					-			2	2	013	0.13
um 43.8 <	Demand per capita per day	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.1.0		42.0	
5 219 4,044,44 219 4,044,44 4,0	Demand per capita per annum	43.8	43.8	43.8	43.8	43.8	43.8	43.8	43.8	10.0	1000	л (
219 4,044,4 1,1 2,755,130 2,915,328 3,098,741 3,324,530 3,585,359 3,825,492 4,044,4 ells 3,734,000 4,002,000 3,805,000 4,161,000 4,173,000 3,829,489 4,889,4 185,000 119,000 114,000 161,000 4,173,000 3,829,489 4,889,4 1,169,000 112,000 3,805,000 4,161,000 4,173,000 4,040,045 5,009,4 2,750,000 3,090,000 3,092,000 3,339,000 3,372,000 3,379,894 4,057,6 2,899,000 3,339,000 3,357,000 3,578,000 3,530,286 4,308,3 18,22 19,34 17,68 18,33 17,16 16,12 18 26%	Ave # of users per connection	ហ	5	5	5	5	<u>ن</u>	5	v	Ú)) (
1.) 2,755,130 2,915,328 3,098,741 3,324,530 3,585,359 3,825,492 4,044,4 ells 3,734,000 4,002,000 3,805,000 4,161,000 4,173,000 3,829,489 4,889,4 185,000 119,000 114,000 161,000 115,000 210,556 120, 3,919,000 4,002,000 3,805,000 4,161,000 4,173,000 4,040,045 5,009,4 (1,169,000) (912,000) (803,000) (822,000) (801,000) (660,151) (951,8 2,750,000 3,090,000 3,002,000 3,339,000 3,372,000 3,379,894 4,057,6 2,899,000 3,339,000 3,357,000 3,668,000 3,578,000 3,530,286 4,308,3 18.22 19.34 17.68 18.33 17.16 16.12 18		219	219	219	219	219	219	219	219	617	517	517
2,733,130 2,731,200 2,805,000 4,161,000 4,173,000 3,829,489 4,889,4 3,734,000 4,002,000 3,805,000 4,161,000 115,000 210,556 120, 185,000 119,000 114,000 161,000 115,000 210,556 120, 3,919,000 4,002,000 3,805,000 4,161,000 4,173,000 4,040,045 5,009,4 (1,169,000) (912,000) (803,000) (822,000) (801,000) (660,151) (951,8 2,750,000 3,090,000 3,002,000 3,339,000 3,372,000 3,379,894 4,057,6 2,899,000 3,339,000 3,357,000 3,668,000 3,578,000 3,530,286 4,308,3 18.22 19.34 17.68 18.33 17.16 16.12 18 26% 17% 12% 12% 13% 16.12 18	Ave demand per connection	2 755 120	2 915 328	3 098 741	3.324,530	3,585,359	3,825,492	4,044,492	4,537,242	5,358,492	5,905,992	6,124,992
3,734,000 4,002,000 3,805,000 4,161,000 4,173,000 3,829,489 4,889,4 185,000 119,000 114,000 161,000 115,000 210,556 120, 185,000 119,000 114,000 161,000 4,173,000 4,040,045 5,009,4 1,169,000 (912,000) (803,000) (822,000) (801,000) (660,151) (951,8 2,750,000 3,090,000 3,002,000 3,339,000 3,372,000 3,379,894 4,057,6 1,821 174,672 (96,741) 14,471 (213,359) (445,598) 13,1 2,899,000 3,339,000 3,668,000 3,578,000 3,530,286 4,308,3 18,22 19,34 17,68 18,33 17,16 16,12 18 2,699,000 3,339,000 3,357,000 3,578,000 3,530,286 4,308,300 18,22 19,34 17,68 18,33 17,16 16,12 18 16,00 18,00 16,00 16,00 16,00	lotal water denialid (iii cu.iii.)											
3,734,000 4,002,000 3,000,000 115,000 115,000 210,556 120,1556 185,000 119,000 114,000 161,000 4,173,000 4,040,045 5,009,4 3,919,000 4,002,000 3,805,000 4,161,000 4,173,000 4,040,045 5,009,4 (1,169,000) (912,000) (803,000) (822,000) (801,000) (660,151) (951,8 2,750,000 3,090,000 3,002,000 3,339,000 3,372,000 3,379,894 4,057,6 (5,130) 174,672 (96,741) 14,471 (213,359) (445,598) 13,1 2,899,000 3,339,000 3,578,000 3,530,286 4,308,3 18,22 19,34 17.68 18,33 17.16 16.12 18 2,6% 17% 12% 12% 13% 16.12 18	WATER SUPPLY (in cu.m.)	2 200	2000 0000	3 805 000	4 161 000	4.173.000	3,829,489	4,889,489	5,949,489	7,009,489	7,539,489	8,069,489
185,000 115,000 115,000 115,000 115,000 115,000 115,000 115,000 1,173,000 4,040,045 5,009,4 3,919,000 4,002,000 3,805,000 4,161,000 4,173,000 4,040,045 5,009,4 (1,169,000) (912,000) (803,000) (822,000) (801,000) (660,151) (951,8 2,750,000 3,090,000 3,002,000 3,339,000 3,372,000 3,379,894 4,057,6 (5,130) 174,672 (96,741) 14,471 (213,359) (445,598) 13,1 2,899,000 3,339,000 3,357,000 3,530,286 4,308,3 18.22 19.34 17.68 18.33 17.16 16.12 18 26% 17% 12% 12% 10% 16.12 18	Water supplied by district wells	3,/34,000	4,002,000	114,000	161 000	115,000	210.556	120,000	120,000	120,000	120,000	120,000
3,919,000 4,002,000 3,805,000 4,161,000 7,173,	Purchased from outside sources	000,68T	000/ETT	2 202 200	4 161 000 1 161 000	7 173 000	4 040 045	5 009 489	6,069,489	7,129,489	7,659,489	8,189,489
(1,169,000) (912,000) (803,000) (622,000) (702,000) (703	Total Production	3,919,000	4,002,000	5,602,000	(000, 502,	(801,000)	(660 151)	(951.803)	(1,153,203)	(1,354,603)	(1,455,303)	(1,556,003
2,750,000 3,090,000 3,002,000 3,335,000 3,355,000 3,355,000 3,5598) 13,1 (5,130) 174,672 (96,741) 14,471 (213,359) (445,598) 13,1 (2,899,000 3,339,000 3,578,000 3,578,000 3,530,286 4,308,778,000 18.22 19.34 17.68 18.33 17.16 16.12 18 (conn 18.22 19.34 17.68 18.33 17.16 16.12 18 (conn 18.22 19.34 17.68 18.33 17.16 16.12 18	Less: Non-Revenue Water	(1,169,000)	(912,000)	2000,000	2 220 000	3 377 000	3 379 894	4.057.686	4,916,286	5,774,886	6,204,186	6,633,486
Ind (in cu.m.) (5,130) 174,672 (96,741) 14,4/1 (213,339) (443,330) 14,4/1 2,899,000 3,339,000 3,357,000 3,668,000 3,578,000 3,530,286 4,308,: 1s/ conn 18.22 19.34 17.68 18.33 17.16 16.12 18 ater (%) 26% 17% 12% 12% 14% 13%	Net Water Supply	2,750,000	3,090,000	3,002,000	3,333,000	1212 2500	CAME EDGI	12 104	379 044	416.394	298.194	508,494
2,899,000 3,339,000 3,668,000 3,578,000 3,530,286 4,308,357,000 18.22 19.34 17.68 18.33 17.16 16.12 18 ater (%) 26% 17% 12% 12% 12% 10% 16% 16%	Supply vs. Demand (in cu.m.)	(5,130)	174,672	(96,741)	14,4/1	(213,359)	(443,336)		2,2,011			
2,033,000 2,033,000 15,	-	2 000 000	3 339 000	3 357 000	3.668.000	3,578,000	3,530,286	4,308,161	5,219,761	6,131,361	6,587,161	7,042,961
26% 17% 12% 14% 13% 16% 16%	Total Accounted	2,099,000	10 34	17 68	18.33	17.16	16.12	18.31	19.77	19.67	19.17	19.77
2000 1000 1500	Ave monthly cons/ colli	72:01	17%	12%	12%	14%	13%	14%	14%	14%	14%	14%
700 1000	Unaccounted Water (%)	2020	22%	21%	20%	19%	16%	19%	19%	19%	19%	19%

well 12, 13 well 11, 14 well 15, 16 well 17 well 18

					•				•	À	ANNEX 8
DIPOLOG CITY WATER DISTRICT		,				,					
SEPTAGE TREATMENT DEMAND ANALYSIS	ANALYSIS					Borryon		D	PROJECTED		
•		HISTORICAL	CICAL .			Dasc I car			3000	3031	2022
	2012	2013	2014	2015	2016	2017	<u>8T07</u>	<u>6107</u>	. 0202	2002	
GENERAL DATA	3	12 712	14 586	15.775	16,968	17,968	18,968	22,468	26,968	27,968	28,968
Year-End Connections	116,21	15,715	14,300	15 181	16.372	17,468	18,468	20,718	24,718	27,468	28,468
Mid-Year Connections	12,581	13,312	£7,130 873	1.189	1.193	1,000	1,000	3,500	4,500	1,000	1,000
Market Growth/year	100	126 117	128 508	130 759	132.812	134,897	137,015	139,166	141,351	143,570	145,824
Service Area Population	27 555	595 89	72,930	78,875	84,840	89,840	94,840	112,340	134,840	139,840	144,840
Population Served	52%	54%	57%	60%	64%	67%	69%	81%	95%	97%	99%
SEPTAGE TREATMENT DEMAND)	ì	3	J
No of vacuum trucks) [) 1	0 1	o
N - Familiard ULI / truck / day								0	0	c	,
No. of serviced nin / track / day			•					16	16	16	16
Total HH Siphoned/day								110	221	221	221
No. of operating days								1,760	3,536	3,536	3,536
Volume siphoned (cu.m/yr)								3,300	6,630	6,630	6,630
Capacity of Treatment Plant								1,760	3,536	3,536	3,536
HH Served/yr							18.968	17,208	13,672	10,136	6,600
No of HH unserved (1st cycle)							The second secon				

Design capacity of treatment plant = 30 m3/day Start of StP operation = July 2019

Ave. Size of Septic Tank = 3 m3

Ave. Septage Vol. per Septic Tank = 1 m3

DIPOLOG CITY WATER DISTRICT COMMING CASE I TREATMENT AND WATER	T. COOK STOCK NOTES	75 (society Ed	IR CEDTAGE TREAT	MENT AND WAT	TER STUPPLY				1,		
COMBINED CASH FLOW PROJE	1011014 2010-2022	H ooo resolution	HISTORICAL			Base Year			PROJECTED		
	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
WATER SUPPLY					00000	71000	0000	037 CC	891/90	27 468	28 468
Year-End Connections	12,911	13,713	14,586	15,775	16,968	17,968	10,900	22,400	20,400	26 968	27,968
Mid-Year Connections	12,581	13,312	14,150	13,181	1,102	1,400	1 000	3 500	4 000	1,000	1,000
Market Growth/year	921	807	8/3	130 750	1,135	124 007	127 015	139 166	141 351	143 570	145.824
Service Area Population	124,419	126,447	128,508	130,759	132,812	134,837	CIU,\CI	25,100	705/11	%96	%86 12/011
% Served Population	25%	54%	5/%	60%	04%	0//0	10 21	10 77	19.67	19 17	77.61
AveCons/Conn/Mo(cu.m.)	18.22	19.34	17.68	18.33	17.16	7T'QI	10.31	13.77	277.2	6.204	6.633
Billed Water('000 cu.m.)	2,750	3,090	3,002	3,339	3,372	3,380	4,030	4,910	19%	19%	19%
% Non-Revenue Water	26%	23%	21%	20%	19%	0707	75% F 000	6.069	7 1 2 9	7 659	8,189
Production ('000 cu.m.)	3,734	4,002	3,805	4,161	4,1/3	4,040	9,009	120	120	120	120
Purchased Water (cum)	185	119	114	101	20 57	20.57	30.57	32.65	35.92	35.92	35.92
Effective Water Rate/cu.m.	73.33	790	00.62	16%	%C-05	%C	%0	7%	10%	%0	%0
% Kate Increase	92%	93%	94%	94%	%96	93%	93%	866	886	93%	%86
SEPTAGE TREATMENT											,
No. of HH Siphoned/day							1	16	16	16	16
Houses Served/vr							•	1,760	3,536	3,536	3,536
No. of HH unserved (1st cycle)							18,968	17,208	13,672	10,136	009'9
Volume siphoned (cu.m/vr)							1	1,760	3,536	3,536	3,536
CASH RECEIPTS (WS)											[
Current Water Sales	65,852	72,886	75,223	86,734	103,068	820'96	115,345	149,282	192,889	207,228	221,567
Coll.of Prev Years Arrears	2,744	3,022	3,332	3,085	3,697	3,092	3,099	3,721	4,816	6,222	6,685
Other Receipts	9)366	7,798	11,518	6,493	11,878	12,700	16,875	27,536	42,090	46,847	51,/1/
Loan Proceeds from Bank								99,250	באנים	E 250	5.250
mo	Septage			0.00	240 040	444 030	425 240	007.076	2020	265 547	285,219
Total Cash Receipts (WS)	77,962	83,706	90,073	96,312	118,643	111,8/0	135,319	213,103	240,040	troins.	
CASH RECEIPTS (STP)								7 464	19 289	20.723	22.157
Current Septage Receipts				•				0	482	622	699
Coll.of Prev Years Arrears Septage	prage							576	1.267	1.394	1,533
Other Receipts (from Non-Customers)	ustomers)							0	0	0	0
Total Cash Receipts (STP)								8,040	21,038	22,739	24,359
TOTAL COMBINED RECEIPTS	296 2.2	83,706	90.073	96.312	118,643	111,870	135,319	287,829	266,083	288,286	309,578
CASH DISBURSEMENTS (WS)	0	0.00	700.01	11 COF	12 647	15 222	7117	21 340	22 407	23.527	24.704
Salaries & Wages	8,698	8,4/8	10,386	10,610	10,030	13,233	30,430	40 556	52,403	61.928	72,834
Pumping	15,094	18,439	19,740	1 200	2 002	015,22 A 730	6.452	8 599	11.111	13,131	15,444
Chemicals	2,379	7,334	1,052	1,624	1,001	027,7	1 408	1,408	1.408	1.408	1,408
Purchased Water	1,734	930	1,052 1,055	17 333	18301	19 582	20 953	22.420	23,989	25,668	27,465
Fixed O & M	12,707	057,61	10,101	2 818	10,301	12 5dn	14 186	17,028	21.518	25,377	28,160
Variable O & IVI	6,419	0,500	10,101	07070	56 151	75 535	93 545	111 351	132,836	151.039	170,014
lotal O & MI Costs (WS)	49,092	24,443	50,000	604,75	100,000	050	020	757	454	338	327
Debt Service-LWUA	1,194	1,194	1,194	006	,	96	?	4.169	4,621	4,608	4,461
Debt Service-Bank	1,657	2005	2.183	3,270	4277	3.939	4.333	16,680	20,970	5,767	6,343
CAPEX-NSC	ZCO'T	20017	Corts				1				

ASH FLOW PROJ	2070 7070							AND CHANGE TO STANK STREET STREET, STR			
HISTORICAL		Ξ.	HISTORICAL			Base Year			PROJECTED	1000	, , , ,
	2012	2013	2014	2015	2016	2017	2018	2019	0707	1707	2000
CAPEX-General	22,187	4,175	5,620	7,877	17,786	26,898	100	007 200	AE EOU	28,000	13,000
Goal 1: Water supply					•		001,61	12,600	7,300	0	0
Goal 2: Water quality								(R)	(Refer to CAPEX-STP)		
Goal 4: Computer system							200	1,500	0	0 .	0
Goal 5: Work environment						44	0	8,400	4,000	4,000	20,000
Goal 6: Work performance									(Refer to POP)		
CAPEX-NRW	7,396	1,392	2,462	2,863	3,015	0	0	0 0	0 0	0 0	0 0
CAPEX-STP	0	0	1,765	712	1,943	9,580	7,301	0 00,	0 2	0	6 848
Reserves	0	0	0	0	0	0	3,553	4,590	5,931	0,404	0,848
Franchise Tax	1,354	1,523	1,559	1,755	2,085	15 830	2,369	3,060	18.325	19,241	20,204
Others Total Dishursements (MC)	10,679	80 595	80.520	81.697	107,443	134,725	147,155	277,557	240,390	243,666	265,762
Total Dispulsements (ws)	cocico	200/20	2000								
CASH DISBURSEMENTS (STP)											
Salaries								682	1,433	1,504	1,580
Fixed O & M								479	1,088	1,119	1,152
Variable 0.8 M								439	965	1,061	1,168
Total O. M. Costs (STP)								1,600	3,486	3,684	3,899
CADEX.CTD									2,000	10,000	10,000
Dayment of Advances from Water Supply	Water Supply								5,250	5,250	5,250
Environmental Reserve Filod	And the same							241	631	682	731
Franchise Tax	,							161	421	455	487
Total Disbursements (STP)								2,002	14,788	20,071	20,367
Total Disbursements (STP)	93,553	80,595	80,520	81,697	107,443	134,725	147,155	279,559	255,178	263,738	286,130
TICHER OW/DEEDT	(15 591)	2111	9.553	14.615	11.200	(22,855)	(11,836)	8,270	10,905	. 24,548	23,448
CASH BALANCE, BEG.	35,746	20,155	23,266	32,819	47,434	58,634	35,780	23,943	32,214	43,118	67,667
CASH BALANCE, END	20,155	23,266	32,819	47,434	58,634	35,780	-	32,214		/99′/9	91,115
				Existing Effect	ective			For BOT Approva	 Property of a page 100	ing	
				October 2015 Billing	5 Billing			To applica	EII. upoil applicyal artel 7 days posting	120 July	Ian 2022
Water Rates	00.064	176.00	176.00	205 00	205 00	205 00	205.00	225.00	247.50	247.50	247.50
Minimum Charge	1/0.00	176.00		2000							
11-20 cu m	28.20	28.20	28.20	32.75	32.75	32.75	32.75	34.00	37.40	37.40	37.40
21-30 cu m	30.00	30.00	30.00	34.80	34.80	34.80	34.80	36.00	39.60	39.60	39.60
31-40 cu: m	31.80	31.80	31.80	36.85	36.85	36.85	36.85	38.00	41.80	41.80	41.80
31-40 cu.m.	33.60	33.60	33.60	39.00	39.00	39.00	39.00	40.00	44.00	44.00	44.00
41-50 cu.m.	35.40	35.40	35.40	41.15	41.15	41.15	41.15	42.00	46.20	46.20	46.20
Ave Inc of I ow Inco Fam		9.253	9,394	9,536	9,681	678'6	8/6'6	10,130	10,284	10,440	10,599
5% of Income Ceiling	•	463	470	477	484	491	499	909	514	522	530
Ave. Water Bill		, at	-			405.43	405.43	433.08	476.39	476.39	476.39
% Rate Increase							%0	%2	10%	%0	20 50
2 Manthe O MA Coiling	17 772	112 611	701	17777	000		2000				

Assumptions to the 5-Year Cashflow Projection:

- 1. Salaries & Wages = ave salary x 14 mos. + 5% inc. per annum x proj number of employees beyond 2019 (plus proj number of job-order x average monthly salary x 12 months + 5% inc per annum)
- 2. Pumping costs = historical % of power to production + 10% proj inc per annum
- 3. Cost of chemicals = historical % of chemicals to production + 10% proj inc per annum
- 4. Purchased Water = purchased water X P11.73/cum
- 5. Fixed costs = historical + 7% increase
- 6. Variable costs = historical + 7% increase (*this is prop with no of service connections)
- 7. LWUA Loan amortization = based on given
- 8. Commercial loan amortization = based on bank proposal
- 9. CAPEX = based on performance improvement plan
- 10. Reserves = based on LWUA regulation which is 3% of gross sales (both for water and septage services)
- 11. Franchise Tax = 2% of current + previous yrs collection (both for water and septage services)
- 12. Others = WD data for purchase of inventories with 5% increase per annum

ANNÈX 10

DIPOLOG CITY WATER DISTRICT	_		LOAN AMORTIZATION SCHEDULE	ZATION SCHE	DULE												,	g
	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
LWUALOANS		4					1											
LWUA LOAN ACCT #3-273 RL																		
Interest	50,584	12,654																
Principal	455,624	367,003																
Sub-Total	506,208	379,657							1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1									
LWUA LOAN ACCT #3-464																		
Interest	32,439	24,418	15,717	6,274	72													
Principal	94,173	102,194	110,895	120,338	10,511	16												
Sub-Total	126,612	126,612	126,612	126,612	10,583		A A											
I WIJA LOAN ACCT #3-719	u, jo																	
Interest	127,355	110,357	91,911	71,894	50,174	26,602	3,841											
Principal	199,621	216,619	235,065	255,082	276,802	300,374	159,690											
Sub-Total	326.976	326,976	326,976	326,976	326,976	326,976	163,531			7								
TOTAL (LWUA)	959,796	833,245	453,588	453,588	337,559	326,976	163,531						1					
COMMFRCIAL LOAN												100000	1000 000	4 446 040	4 047 724	650 599	249 284	2.826
tocactel			3.418.850	4.620,750	4,608,125	4,461,184	4,079,891	3,706,314	3,311,871	2,927,860	2,543,850	2,166,064	1,839,593	1,440,940	1,140,1	000,000	0 222 223	604 444
IIIIIIII						7.638.889	8,333,333	8,333,333	8,333,333	8,333,333	8,333,333	8,333,333	8,333,333	8,333,333	8,333,333	8,333,333	0,000,000,0	050.500
Principal			3 418 850	4 620 750	4.608.125	12.100.073	12,413,225	12,039,648	11,645,204	11,261,194	10,877,183	10,499,398	10,172,926	9,780,273	9,381,055	8,983,932	119,286,8	031,210
TOTAL (COMMERCIAL)			2,110,000	20 16201														
	010			E 074 338	A 045 684	12 427 049	12.576.756	12.039.648	11,645,204	11,261,194	10,877,183	10,499,398	10,172,926	9,780,273	9,381,055	8,983,932	8,582,617	697,270
OVER-ALL TOTAL	959,796	833,245	3,872,430		4,040,000	1												

PROJECTED SALARIES FOR REGULAR/CASUAL & OFFICE-BASED JOB ORDERS

				2018		2.00	2019			0000
Name of Employee	Position/Designation	SG	STEP	3rd Tranche	SG	STEP	Full	2020	2021	2022
Andrew R. Morallo	General Manager B	27	1	102,910	27	1	121,411	127,482	133,856	140,54
Cherry Lyn N. dela Peña	Internal Control Assistant A	10	2	18,883	10	2	19,394	20,364	21,382	22,4
Felipe F. Fullon, Jr.	Internal Control Assistant B	8	2	16,433	8	2	16,910	17,756	18,643	19,5
Gail Claire Antoinette R. Enero	Admin, Serv. Asst. C	8	2	16,433	8	2	16,910	17,756	18,643	19,5
Jade N. Gonzales	Division Manager B	23	2	66,587	23	2	75,015	78,766	82,704	86,8
Gracella C. Batilona	Corp. Budget Officer B	15	6	30,799	15	7	32,871	34,515	36,240	38,0
Brigida V. Limbaring	Cashier B	14	6	28,093	14	7	29,883	31,377	32,946	34,5
Janet R. Nadala	Corporate Accounts Analyst	13	2	24,510	13	2	25,545	26,822	28,163	29,5
Ma. Genelyn O. Empeynado	Industrial Relations Mgt. Asst. A	10	2	18,883	10	2	19,394	20,364	21,382	22,4
Nursiva S. Tome	Property/Supply Officer C	10	2	18,883	10	2	19,394	20,364	21,382	22,4
Colleen Phyllis G. Barabad	Acctng, Processor A	8	1	16,282	8	1	16,758	17,596	18,476	19,3
Amabell D. Junio	Acctng. Processor A	8	2	16,433	8	2	16,910	17,756	18,643	19,
Delfin C. Limbaring	Procurement Assistant B	8	2	16,433	8	2	16,910	17,756	18,643	19,
Richard Dean B. Dagpin	Clerk-Processor B	6	1	14,340	6	2	14,961	15,709	16,495	17,
Elçid L. Olmoguez	Util./Cust. Service Off. B	14	2	26,806	14	2	28,099	29,504	30,979	32,
Nabella G. Manriquez	Util./Cust. Service Asst. B	10	6	19,567	10	6	20,051	21,054	22,106	23,
Leodenson M. Martin	Util./Cust. Service Asst. C	8	1	16,282	8	2	16,910	17,756	18,643	19,
Elmer I. Jatico	Util./Cust. Service Asst. C	8	2	16,433	8	2	16,910	17,756	18,643	19,
Mark Angelo O. Madera	Util./Cust. Service Asst. D	6	1	14,340	6	2	14,961	15,709	16,495	17,
Bea Feliz I. Ybanez	Util./Cust. Service Asst. D	6	1	14,340	6	2	14,961	15,709	16,495	17,
Donnabel D. Patangan	Util./Cust. Service Asst. D	6	1	14,340	6	2	14,961	15,709	16,495	17,
Rosan Hope B. Ualat	Util./Cust. Service Asst. D	6	1	14,340	6	2	14,961	15,709	16,495	17,
The state of the s	Util./Cust. Service Asst. E	4	1	12,674	4	1	13,214	13,875	14,568	15,
(new)	Util./Cust. Service Asst. E	4	1	12,674	4	1	13,214	13,875	14,568	15,
(new)	Instrument Technician B	6	1	14,340	6	1	14,847	15,589	16,369	17,
		23	2	66,587	23	2	75,015	78,766	82,704	86,
Ruel D. Tabada Felix Z. Cavan III	Division Manager B Water/Sewerage Maint. Foreman	14	2	26,806	14	2	28,099	29,504	30,979	32,
Feliciano A. Langan	Water/Sewerage Maint. Horeman	8	2	16,433	8	2	16,910	17,756	18,643	19,
Amado A. Pikit	Water/Sewerage Maint. Man A	8	2	16,433	8	2	16,910	17,756	18,643	19,
Joephel Rey B. Sendil	Water/Sewerage Maint. Man A	8	2	16,433	8	2	16,910	17,756	18,643	19,
Amil J. Jumawan	Water/Sewerage Maint. Man A	8	1	16,282	8	2	16,910	17,756	18,643	19,
Valeriano S. Sumalpong	Plant Equipment Operator E	10	1	18,718	10	1	19,233	20,195	21,204	22,
Tito P. Badiang	Welder B	6	1	14,340	6	1	14,847	15,589	16,369	17,
Charmaine G. Torres	Chemist B	11	1	20,179	11	1	20,754	21,792	, 22,881	24,
Filipisneri At Piala	Light Equipment Operator	6	6	14,942	6	7	15,545	16,322	17,138	17,
Themistocles S. Maglangit, Jr.	Light Equipment Operator	6	2	14,459	6	2	14,961	15,709	16,495	17,
Kris Jeffrey J. Daymiel	Engineer A	14	2	26,806	14	2	28,099	29,504	30,979	32,
	Engineer A	14	2	26,806	14	2	28,099	29,504	30,979	32
Cipriano C. Padogdog, Jr.	Water Res. Facilities Foreman	12	2	22,410	12	2	23,222	24,383	25,602	26
Marlou B. Magallanes	Water Res. Facil. Operator B	6	1	14,340	6	2	14,961	15,709	16,495	17,
Perfecto R. Zamoras	Water Res. Facil. Operator B	6	5	14,820	6	5	15,309	16,074	16,878	17,
	Water Res. Facil. Tender B	4	1	12,674	4	2	13,316	13,982	14,681	15
Melchor P. Dominguez		4	1	12,674	4	2	13,316	13,982	14,681	15
Romer A. Navarro	Water Res. Facil. Tender B	4	1	12,674	4	2	13,316	13,982	14,681	. 15,
Victor M. Acopiado	Water Res. Facil. Tender B			12,674	4	2	13,316	13,982	14,681	15
Moises A. Galaura	Water Res. Facil. Tender B	4	1	12,674	4	1	13,316	13,982	14,568	15
(new)	Water/Sewerage Maint, Man C	4	1	12,674	4	1	13,214	13,875	14,568	15
(new)	Water/Sewerage Maint, Man C	4	1		4	1	13,214	13,875	14,568	15,
(new)	Water/Sewerage Maint, Man C	22.5		12,674	4			13,875	14,568	15
(new)	Water/Sewerage Maint. Man C	4	1	12,674	4	1	13,214	and the second second second second second	1,209,728	1,270,
TOTAL BASIC MONTHLY SALA			2 8 10	1,030,224			1,097,259	1,152,122	and the second second second	
TOTAL SALARY INCL. 13th & 1				14,423,136			15,361,626	16,129,707	16,936,193	17,783,
	Job-order Personnel			65			65	65 8048	65 8450	65 8873
	salary per month		1	7300			7665	8048 523 108	8450 549.263	8873 576.7
	Monthly Salary			474,474			498,198	523,108 6,277,291	549,263 6,591,156	576,77 6,920 ,7
Total Sala	ry x 12 months (B)			5,693,688	1000		5,978,372	0,211,291	0,001,100	0,320,/

CIEDS	ALARIES FOR REGO	AR/CASUAL & OFFICE-BASED JOB	SG		2018			2019	2020	2021	2022 18,219
				STEP	3rd Tranche	SG	STEP	Full			
Na	me of Employee	Position/Designation			15,254	7	1	15,738	16,525	17,351	
	(new)	Driver-Mechanic B	7	1		7	1	15,738	16,525	17,351	18,219
	(new)	Driver-Mechanic B	7	1	15,254	- 1	1		13,875	14,568	15,297
•	(new)	Plant/Substation Helper C	4	1	12,674	4	1	13,214		14,568	15,297
		Plant/Substation Helper C	4	1	12,674	4	1	13,214	13,875		
	(new)	Plant/Substation Helper C	4	1	12,674	4	1	13,214	13,875	14,568	15,297
	(new)					4	1	13,214	13,875	14,568	15,297
4	(new)	Plant/Substation Helper C				8	1	ASTRONOM SE	17,596	18,476	19,400
	(new)	Engineering Assistant B			00.520	· ·	0 0 182 / 1	84,332	88,549	92,976	97,625
OTAL B	BASIC MONTHLY SAL	ARY	7 200		68,530			1,180,648	1,239,680	1,301,664	1,366,748
TOTAL SALARY INCL. 13th & 14th month (A)				959,420			2	2	2	2	
		Of Job-order Personnel			2	ng tella				8450	8873
1		ge salary per month			7300		,	7665	8048		
	The Control of the Co	al Monthly Salary			14,599			15,329	16,096	16,900	17,745
					175,190			183,950	193,147	202,805	212,945
		lary x 12 months (B)			1,134,610		100	1,364,598	1,432,828	1,504,469	1,579,693
TOTAL S	SALARY A + B (Regu	ılar/Casual & JO)		1 1 may	1,134,010					1 7 C 433 F A	