



REPUBLIC OF THE PHILIPPINES
PROVINCE OF PANGASINAN
MUNICIPALITY OF ANDA
OFFICE OF THE MUNICIPAL MAYOR

EXECUTIVE ORDER NO. 49
Series of 2019

**“REORGANIZING THE EMPLOYEES’ ORGANIZATION-MANAGEMENT
CONSULTATIVE COMMITTEE OF THE MUNICIPALITY OF ANDA, PANGASINAN”**

WHEREAS, Administrative Order (AO) No. 135, s. 2005 authorizes the grant of Collective Negotiation Agreement (CNA) Incentive to government employees and directs the Department of Budget and Management (DBM) to issue the necessary policy and procedural guidelines for its implementation;

WHEREAS, item (4)(h)(ii)(aa) of the Congress Joint Resolution (JR) No. 4, s. 2009, institutionalizes the grant of the CAN Incentive as a form of reward to motivate employee efforts toward higher productivity, to wit;

“(aa) Collective Negotiation Agreement (CAN) Incentive – This may be granted to both management and rank-and-file employees of agencies with approved and successfully implemented CNAs in recognition of their efforts in accomplishing performance targets at lesser cost, in attaining more efficient and viable operations through cost-cutting measures and systems improvement xxx.”

WHEREAS, Department of Budget and Management Budget Circular No. 2019-5 subjects the Guidelines on the Grant of Collective Negotiation Agreement (CNA) Incentive for FY 2019, under 5.0 Procedural Guidelines – “(5.1) An employees’ Organization-Management Consultative Committee (Committee, for brevity) or a similar body composed of representatives for management and the negotiating agent shall determine if the agency is qualified for the grant of CNA Incentive based on compliance with the requirements under the circular;

NOW THEREFORE, I, JOGANIE C. RARANG, Municipal Mayor of the Municipality of Anda, Pangasinan by virtue of the powers and authority vested in me by law do hereby order:

Section 1. Creation. There shall be created an EMPLOYEES’ ORGANIZATION-MANAGEMENT COMMITTEE OF THE MUNICIPALITY OF ANDA, PANGASINAN

Section 2. Composition of the Employees Organization-Management Consultative Committee

The Employees’ Organization-Management Consultative Committee shall be composed of the following:

CHAIRMAN	:	MR. MAC ARTHUR F. ASEO	Anda Rank-and-File Municipal Employees Association (ARFMEA) President
VICE CHAIRMAN	:	MR. JIMMY C. CACHO	Municipal Budget Officer
MEMBERS	:	MRS. EULA V. CASAÑA MRS. IRMA C. CATABAY HON. LILYBETH C. KIONGSON	Municipal Accountant Human Resource Management Officer SB Chairman, Committee on Finance, Budget and Appropriations



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Section 3. Functions of the Committee:

1. (5.1) If qualified, the Committee shall review the agency's financial records and submit recommendations on the following matters, through a written resolution, for the approval by the agency head;

5.1.1 The total amount of allowable MOOE allotments in fund sources of the CAN Incentives hereof which has become available as a result of cost-cutting and supplements thereof, and which was the result of the joint efforts of management and employees;

5.1.2 The internal guidelines to be followed in the grant of the CAN Incentive, such as (i) *the specific criteria for determining who are entitled; and (ii) the distribution of the amount and the rate of the CAN Incentive in accordance with Item 4.1 of DBM Circular No. 2019-5 hereof;*

5.1.3 As provided under Section 73 (d) of the General Provisions of the FY 2019 GAA, any excess from the allowable MOOE allotments after payment of the CNA Incentive shall revert to General Fund.

2. Conducts quarterly regular meeting or as the need arises.

Section 4. Budgetary Allocation for the Implementation of the CAN Incentive

The Department of Budget and Management Budget Circular No. 2019-5, under 4.3 Procedural Guidelines; The CAN Incentive shall be sourced solely from the allowable MOOE allotments in FY 2019...

Section 5. Effectivity. This Executive Order shall take effect immediately.

DONE, this 11th day of December 2019 at the Municipality of Anda, Pangasinan.


JOGANIE C. KARANG
Municipal Mayor