



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

**EXECUTIVE ORDER NO. 93**  
**Series of 2020**

**CREATION OF 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 the government employees and directs the Department of Budget and Management (DBM) to issue 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 CNA Incentive as a form of reward to motivate employee efforts toward higher productivity, to wit:

*“(aa) Collective Negotiation Agreement (CNA) 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 Management Circular No. 2018-5 subjects the Guidelines on the Grant of Collective Negotiation Agreement (CNA) Incentive for FY 2018, 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 CONSULTATIVE 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	:	<b>HON. JOGANIE C. RARANG</b> Municipal Mayor
VICE CHAIRMAN	:	<b>HON. IRWIN C. CATABAY</b> OIC – Municipal Vice Mayor
MEMBERS	:	<b>MR. MAC ARTHUR F. ASEO</b> Anda Rank-and-File Municipal Employees (ARFMEA) President
	:	<b>MR. JIMMY C. CACHO</b> Municipal Budget Officer



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**SECTION 3. FUNCTIONS OF THE COMMITTEE.**

- I. (5.1) if qualifies, the Committee shall review the agency's financial records and submit recommendations of 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 CNA Incentives hereof which has become available as a result of cost-cutting and supplements thereof, and which was the result of the joint efforts and management of employees;

5.1.2 The internal guidelines to be followed in the grant of the CNA Incentive, such as (i) *the specific for determining who are entitled; and (ii) the distribution of the amount available and the rate of the CNA Incentive in accordance with Item 4.1 of DBM Circular No. 2018-5 hereof.*

5.1.3 as provided under Section 73 (d) of the General Provisions of the FY 2018 GAA, any excess amount from the allowable MOOE allotments after payment of the CAN Incentive shall revert to General Fund.

- II. Conducts quarterly regular meeting or as the need arises.

**SECTION 4. BUDGETARY ALLOCATION FOR THE IMPLEMENTATION OF THE CNA INCENTIVE.**

Department of Budget and Management Circular No. 2018-5, under 4.3 Procedural Guidelines; the CNA Incentive shall be sourced solely from the allowable MOOE allotments.

**SECTION 5. EFFECTIVITY.** This Executive Order shall take effect immediately.

DONE, this 18<sup>th</sup> day of September 2020 at the Municipality of Anda, Pangasinan.

  
**JOGANIE C. RARANG**  
Municipal Mayor