



Excerpts from the Minutes of the Twentieth (20th) Regular Meeting of the Board held on 27 November 2015:

“Resolution No. 2015-143-CO

WHEREAS, the Governance Commission for GOCCs (GCG) issued Memorandum Circular No. 2013-17 dated 14 March 2013 approving the Metropolitan Waterworks and Sewerage System (MWSS) Corporate Office Reorganization;

WHEREAS, in its Memorandum Order No. 2013-03 dated 24 June 2013, GCG has determined that it is in the best interest of the State and the public to allow MWSS, in the latter’s pursuit of its Water Security Legacy program, to hire twenty two (22) personnel on a contract of service (COS) basis;

WHEREAS, in a letter dated 6 April 2015, GCG stated that “DBM Circular Letter No. 2013-5 dated July 22, 2013, provides that GOCCs with approved Rationalization Plan (RP) [or Reorganization Plan in the case of MWSS], are no longer covered by the moratorium on the filling of positions/hiring of personnel. Such GOCCs are further allowed to outsource certain services, thru the hiring of consultants/job order/contract of service personnel, where no employer-employee relationship exists, provided it is consistent with the following:

- a. Overall policy under the approved RP on services/areas which could be outsourced (e.g., utility, building and grounds maintenance, messengerial, security, transportation/mobility, and information technology);
- b. Agency policy on which other services to outsource; and
- c. Pertinent budgetary, civil service, accounting and auditing rules and regulations.”

WHEREAS, pursuant to the said GCG letter dated 6 April 2015, various departments from the MWSS-Corporate Office requested and submitted their respective justifications for the hiring of COS employees to augment their present personnel complement;

WHEREAS, there is a need to establish and implement a uniform process in the justification, procurement/selection and hiring of the best qualified and most competent Contract of Service, Contractual and Casual personnel consistent with the overall policy under the approved Reorganization Plan in compliance with Pertinent budgetary, civil service, accounting and auditing rules and regulations; to augment the MWSS-CO workforce in its corporate operational

needs; and to determine under what circumstances and employment status such personnel should be hired/engaged;

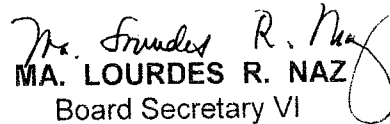
WHEREAS, in its 05 October 2015 meeting, when Management first submitted its proposed hiring policy, the Human Resource Committee (HRC), said Committee directed the Administration and General Services Department (AGSD) to, among others, (i) relate the draft policy with the Strategic Performance Management System (SPMS), GCG, DBM and CSC rules/policies/procedures, the Water Security Legacy Program (WSLP) and the GCG-approved reorganization; and (ii) ensure that the hiring of the 22 personnel and the other COS personnel to be hired to augment the present manpower complement in attaining MWSS' objectives, is in accordance with the GCG approval under applicable CSC rules;

WHEREAS, in its 05 November 2015 meeting, the HRC favorably endorsed Management's proposed Policy and Procedures for the Hiring of Contract of Service, Coterminous, Contractual and Casual Personnel;

WHEREFORE, as recommended by Management, **RESOLVED**, as it is hereby resolved, to **APPROVE** the MWSS – Corporate Office Policy and Procedures for the Hiring of Contract of Service, Co-terminous, Contractual and Casual Personnel.”

* * *

I, the undersigned, hereby certify that the foregoing is a true copy of the resolution adopted by the Board of Trustees of the Metropolitan Waterworks and Sewerage System, and spread in the minutes of a duly constituted meeting of said Board held on 27 November 2015.


MA. LOURDES R. NAZ
Board Secretary VI