



LEYTE STATE UNIVERSITY  
6521-A Visca, Baybay, Leyte, Philippines

Office of the Secretary of the University  
and of the Board of Regents

**EXCERPT FROM THE APPROVED MINUTES OF THE  
20<sup>th</sup> LSU Board of Regents Meeting  
16 June 2005 \* LNU, Tacloban City**

**Proposal to Increase the Ceiling of the Incentive  
Given to the Project Managers of IGP Projects**

**BOR RESOLUTION NO. 44, s. 2005**

**Approving the proposal to Increase the  
Ceiling of the Incentive Given to the Project  
Managers of IGP Projects, as presented.**

*Note: See attached approved proposal*

**APPROVED**

**BOARD ACTION:**

Date : 16 June 2005

ATTACHMENT: **P**

**Certified True and Correct:**

  
**DANIEL M. TUDTUD JR.**  
Board Secretary

cc: OP - *4/27/15*  
OVPAF - *2/11*  
OVPDEA - *3/15/15*  
OAS - *4/2/15*

### **Proposal to Increase the Ceiling of the Incentive Given to the Project Managers of IGP Projects**

The amount of the incentive granted to project managers in the management of approved IGP Projects per PASUC 8 approved guidelines has no ceiling. After its first year implementation, the IGP Board of Management made a proposal to revise the guidelines which set, among other things, a ceiling of incentive to be given to project managers in the amount of P36,000.00 per annum. The proposal was finally approved during the last February 16, 2005 meeting of the Board of Regents.

However, some project managers complained about the imposition of the limitation of the incentive to P36,000.00. They claimed that this may serve as disincentive for improved profitability. Others, especially the ones handling the coconut project, complained that the amount is too small considering that the manager is paying informers out of his own pocket to monitor the stealing of coconuts in nearby barangays. The job is also very risky because the managers always deal with outsiders who are always adversarial during confrontations.

In the February 1, 2005 IGP-BOM meeting, the Board, cognizant of the tremendous responsibility, accountability and the risk attached to being an IGP Project Manager, decided to recommend to the Board of Regents the increase on the ceiling of incentive for managers from P36,000.00 to P60,000.00 per annum. With this higher ceiling, project managers will be motivated to further increase production for increased income of the project.

**PROPOSAL TO INCREASE THE CEILING OF THE INCENTIVE  
GIVEN TO THE PROJECT MANAGERS OF IGP PROJECTS**


*(As approved by the LSU Board of Regents per  
Board Resolution No. 44, s. 2005, dated June 16, 2005)*

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In the February 1, 2005 IGP-BOM meeting, the Board cognizant of the tremendous responsibility, accountability and the risk attached to being an IGP Project Manager decide to recommend to the Board of Regents the increase on the ceiling of incentive for managers from **P36,000.00 to P60,000.000 per annum**. With the higher ceiling, project managers will be motivated to further increase production for increased income of the project.

Certified true and correct:

  
**DANIEL M. TUDTUD, JR.**  
*Board Secretary*