



**VISAYAS**  
STATE UNIVERSITY

**Office of the President**

Visca, Baybay City, Leyte, Philippines 6521  
Tel./Fax: +63 53 563 7076  
website: www.vsu.edu.ph; email: op@vsu.edu.ph

**NOTICE OF STEP INCREMENTS DUE TO MERITORIOUS PERFORMANCE**

**December 29, 2016**

**Mr. Art Russel R. Flandez** *12/06*  
DBS, VSU  
Baybay City, Leyte

Dear Mr. Flandez:

Pursuant to the Civil Service Commission (CSC) and Department of Budget and Management (DBM) Joint Circular No. 1, s. 2012 dated September 3, 2012, implementing item (4) (d) of the Senate and House of Representatives Joint Resolution No. 4, s. 2009, approved on June 17, 2009, your salary as **Instructor II SG- 13** is hereby adjusted effective **January 1, 2016** as follows :

1. Actual monthly basic salary as of January 1, 2016..... Php 22,328.00 (267,936.00)  
(SG -13 Step 1 )
2. Add: Two (2) Step Increment  
Due to Meritorious Performance
3. Adjusted monthly basic salary effective January 1, 2016 .... Php 22,804.00 (273,648.00)  
(SG -13 Step 3 )

This salary adjustment is subject to review and post-audit, and to appropriate readjustment and refund if found not in order.

Very truly yours,

  
**EDGARDO E. TULIN**  
President

Item No. VISCAB-INST2-20-2014

FY 2016 Personnel Services Itemization and Plantilla of Personnel

cc : Records, ODAHRD, PRPEO, Payroll

**Vision:** The premier university of science and technology in the Visayas.

**Mission:** Provide excellent instruction, conduct relevant research and foster community engagement that produce highly competent graduates necessary for the development of the country.