



## SYSTEM OF RANKING DELIVERY UNITS AND INDIVIDUALS FOR THE GRANT OF PERFORMANCE BASED BONUS (PBB) FOR FY 2018

The Lianga Water District (LIWAD) adopts the following guidelines in ranking delivery units pursuant to IATF MEMORANDUM CIRCULAR NO. 2018-1, dated 28 MAY 2018:


- Delivery units shall be rated and forced ranked based on the achievement of their approved targets according to the following categories:


| Ranking  | Performance Category |
|----------|----------------------|
| Top 10%  | Best Delivery Unit   |
| Next 25% | Better Delivery Unit |
| Next 65% | Good Delivery Unit   |

- Only personnel belonging to eligible delivery units are qualified for the PBB.
- Officials and employees who receive a “Below Satisfactory” rating under the CSC-approved SPMS shall not be eligible to the PBB.
- The rates of the enhanced PBB for each individual employee shall be based on the Performance Ranking of the individual’s delivery unit, with the rate of incentive as a multiple of the individual’s monthly basic salary as of December 31, 2018, based on the following categories:

| Performance Category | Multiple of Monthly Basic Salary |
|----------------------|----------------------------------|
| Best Delivery Unit   | 0.65                             |
| Better Delivery Unit | 0.575                            |
| Good Delivery Unit   | 0.50                             |

- Officials and employees who did not file SALN and failed to liquidate their cash advances in FY 2018 shall not be eligible to the PBB.

  
**GEMMA P. DOROJA**  
Admin./ General Services Officer B  
Date: September 27, 2018

  
**WILFREDO G. SANCHEZ**  
General Manager D  
Date: September 27, 2018