



SYSTEM OF RANKING DELIVERY UNITS AND INDIVIDUALS FOR THE GRANT OF PERFORMANCE BASED BONUS (PBB) FOR FY 2019

The Lianga Water District (LIWAD) adopts the following guidelines in ranking delivery units pursuant to IATF MEMORANDUM CIRCULAR NO. 2019-1, dated 3 SEPTEMBER 2019:


- 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, 2019, 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 2019 shall not be eligible to the PBB.


GEMMA P. DOROJA
Admin./ General Services Officer B
Date: September 24, 2019


WILFREDO G. SANCHEZ
General Manager D
Date: September 24, 2019