



INDANG WATER DISTRICT

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SYSTEM OF RANKING OFFICES/DELIVERY UNITS AND INDIVIDUALS FOR THE GRANT OF PERFORMANCE-BASED BONUS (PBB) FOR F.Y. 2018

The Civil Service Commission (CSC) Approved Strategic Performance Management System (SPMS) of Indang Water District (IWD) shall be the basis for the offices/delivery units and individual ranking of individuals.

The unit with the highest percent of accomplishment shall be the best delivery unit. Moreover, the eligible delivery units shall be ranked according to the following categories:

RANKING	PERFORMANCE OF CATEGORY OF DELIVERY UNIT
Top 10%	Best Bureau / Office / Delivery Unit
Top 25%	Better Bureau / Office / Delivery Unit
Top 65%	Good Bureau / Office / Delivery Unit

Consequently, the PBB rates of individual employees shall depend on the performance ranking of the bureau or delivery unit where they belong, based on the individual's monthly basic salary as of December 31, 2018, as follows, but not lower than P5,000.00:

Performance Category	PBB as % of Monthly Basic Salary
Best Bureau / Office / Delivery Unit (10%)	65%
Better Bureau / Office / Delivery Unit (25%)	57.5%
Good Bureau / Office / Delivery Unit (25%)	50%

The General Manager shall not be included in the Report on Agency Rating and Ranking and his/her PBB rate for FY 2018 shall be equivalent to 65% of his/her monthly basic salary.

Approved by:


ELPIDIO E. LEGASPI
General Manager C