

**CABAGAN WATER DISTRICT
PERFORMANCE BASED BONUS FOR FY 2017
SYSTEM OF RANKING DELIVERY UNITS AND INDIVIDUALS**

In compliance with the PBB requirements, the **Cabagan Water District** adopts the following System of Ranking Delivery Units and Individuals, following what is required as stated in Joint Memorandum Circular No. 2017-014-17, dated July 31, 2017 issued by the Local Water Utilities Administration and Department of Budget and Management.

- I. The agency must achieve at least 90% of each one of the approved performance targets for the delivery of Major Final Outputs (MFOs). Individuals in each Delivery Unit will be forced ranked based on the Agency's duly approved Strategic Performance Management System (SPMS).

- II. Ranking Delivery Units

The ranking delivery units shall be based on the average rating of all the Individual Performance Commitment and Review (IPCR) within the delivery units using the Office Performance Commitment and Review (OPCR).


Delivery units eligible to PBB 2017 shall be forced ranked according to the following categories:

RANKING	PERFORMANCE CATEGORY
TOP 10%	Best Bureau/Office/Delivery Unit
NEXT 25%	Better Bureau/Office/Delivery Unit
NEXT 65%	Good Bureau/Office/Delivery Unit


The rates of the enhanced PBB for each individual 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 based on the following categories:

PERFORMANCE CATEGORY	MULTIPLE OF BASIC SALARY
Best Delivery Unit (10%)	0.65
Better Delivery Unit (25%)	0.575
Good Delivery Unit (65%)	0.50

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