

METRO BANGUED WATER DISTRICT

Corner Taft & Actividad Economia Streets

Bangued, Abra

Tel. No. 752-8001 / Fax No. 752-8169

System of Ranking Delivery Units and Individual

For the grant of Performance-Based Bonus FY 2017

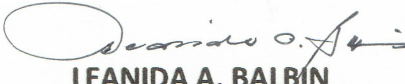
The Metro Bangued Water District (MBWD) shall adopt the following guidelines in ranking delivery units and individuals pursuant to Inter-Agency Task Force (IATF) Memorandum Circular 2017-1, dated March 9, 2017.

- The use of Strategic Performance Management System (SPMS), approved by the Civil Service Commission (CSC) shall be the basis for individual ranking of employees.
- Employees belonging to the First and Second Level positions should receive a rating of at least "Satisfactory" based on the agency's CSC approved SPMS.
- The MBWD and its corresponding delivery units that meet the criteria and condition of Fiscal Year 2017 Performance Targets are eligible to the FY 2017 Performance-Based Bonus.
- Delivery units eligible to the PBB shall be forced ranked according to the following categories:

Ranking	Performance Category	Multiple of Basic Salary
Top 10%	Best Department/Division/ Delivery Unit	0.65
Next 25%	Better Department/Division/ Delivery Unit	0.575
Next 65%	Good Department/Division/ Delivery Unit	0.50

- To facilitate ranking of delivery units, only the personnel belonging to the eligible units are qualified for PBB.
- There shall no longer be ranking of individuals within a delivery unit.
- The PBB rates of individual shall be based on the monthly basic salary as of December 31, 2017 but not lower than Php 5,000.00.
- The Management shall discuss and agree with the Board of Directors and employees the ranking of delivery units and individuals.
- The MBWD shall ensure that the system of ranking delivery units and individuals is fair and transparent.
- Calibration of the SPMS will be done by the Performance Management Team of the agency and approved by the General Manager.


MOILIN B. BALAORO
Division Manager C
Administrative Division


LEANIDA A. BALBIN
General Manager