

Republic of the Philippines
PILI WATER DISTRICT

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RCN : OGM-093019-613

OFFICE ORDER

Date : September 30, 2019
From : **THE GENERAL MANAGER**
To : **ALL REGULAR AND CASUAL PERSONNEL**
Subject : **SYSTEM OF RANKING DELIVERY UNITS FOR FISCAL YEAR 2019 PERFORMANCE BASED BONUS (PBB)**

In accordance with Section 7.0 of the Memorandum Circular No. 2019-1 of the Inter-Agency Task Force on the Harmonization of the National Government Performance Monitoring and Reporting Systems dated September 3, 2019, providing the Guidelines on the Grant of the Performance-Based Bonus for Fiscal Year 2019 under EO No. 80 s. 2012 and EO No. 201 s. 2016, the following System of Ranking of Delivery Units for the Grant of Performance-Based Bonus is hereby adopted for implementation in the Office of Pili Water District;

1. The following are the delivery units in the Office of Pili Water District:
 - a. Office of the General Manager
 - b. Administrative and General Services Department
 - c. Finance and Commercial Services Department
 - d. Engineering and Operations Department
2. Delivery Units shall be forced ranked according to the following categories:



RANKING	PERFORMANCE CATEGORY
Top 10%	Best Delivery Units
Next 25%	Better Delivery Units
Next 65%	Good Delivery Units

3. The declarations of responsible offices/delivery units in the completion of each critical service or other key processes and each Department's Performance Commitment and Review Form (DPCR Form) shall be the basis for equitable performance ranking of delivery units. However, the ranking of the Office of the General Manager shall be determined using the average rating in the Individual Performance Commitment and Review Form (IPCR Form) of the employees within the said Office.

4. Only personnel belonging to the eligible delivery units and has a rating of at least "Satisfactory" on the CSC-Approved PIWAD Strategic Performance Management System (PIWAD-SPMS) are qualified for the Performance-Based Bonus.
5. The rates of the PBB for each individual shall be based on the performance ranking of the individual's department or office or delivery units with the rate of incentive as a multiple of one's monthly basic salary as of December 31, 2019 based on the table below:

PERFORMANCE CATEGORY	MULTIPLE OF BASIC SALARY
Best Delivery Units	0.65
Better Delivery Units	0.575
Good Delivery Units	0.50

6. To ensure transparency and to guide all delivery units and employees with this system of ranking, this Office Order shall also be posted in PIWAD's Bulletin Boards and the District's Official Website.


ENGR. PAULINO S. CUNANAN /s/ 
General Manager