



CARCAR WATER DISTRICT

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Management
System
ISO 9001:2015



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SYSTEM OF RANKING IN THE GRANT OF PERFORMANCE-BASED BONUS (PBB)

Pursuant to DBM Memorandum Circular 2017-1 dated March 9, 2017, below is the system of ranking that shall be adapted in the grant of Performance-Based Bonus for CY 2017:

1. The Water District shall be considered as ONE DELIVERY UNIT;
2. Eligibility of the Head of Office will depend on the eligibility and performance of the Water District (Sec. 7.1); and shall not be included in the Form 1.0 – Report on Ranking of Delivery Units;
3. Board Members shall be entitled to the Performance-Based Bonus, subject to the conditions as set forth under Sec 7.2 of DBM MC 2017-1;
4. Employees belonging to the First and Second Levels should receive a rating of at least “Satisfactory” in the last two (2) rating periods to qualify for the PBB (Sec. 7.3);
5. An official or employee who has rendered a minimum of nine (9) months of service in FY 2017 and with at least “Satisfactory” rating may be eligible to the full grant of PBB (Sec. 7.6);
6. An official or employee who has rendered less than nine (9) months but a minimum of three (3) months of service and with at least “Satisfactory” rating shall be eligible to the grant of PBB on a pro-rata basis in accordance with Sec. 7.7 of DBM MC 2017-1;
7. Upon the approval and rating from the evaluating agencies, 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, 2017, as follows, but not lower than Php5,000;

Performance Category	PBB as % of Monthly Basic Salary
Best Delivery Unit	65%
Better Delivery Unit	57.50%
Good Delivery Unit	50%

For guidance and compliance.


ENGR. EDWARD L. REMO
General Manager