

Villasis Water District

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CCC # 95 * Poblacion Zone I, Villasis, 2427

GUIDELINES/MECHANICS IN RANKING OFFICES/DELIVERY UNITS FOR THE GRANT OF PERFORMANCE BASED BONUS (PBB) F.Y. 2019 (Based on Inter Agency Task Force Memorandum Circular No. 2019-1)

1. The Delivery Units must achieve their performance targets for the delivery of Major Final Outputs (MFOs) and Performance Indicators (PIs) identified in the Inter-Agency Task Force On The Harmonization Of National Government Performance Monitoring, Information And Reporting Systems Memorandum Circular No. 2019-1 dated September 3, 2019 using Form A. This shall be used as basis in assessing Local Water Districts (LWDs) performance and eligibility for the 2019 PBB;
2. Villasis Water District (VWD) must satisfy 100% of the good governance conditions set forth by the AO 25 Inter-Agency Task force (IATF) for 2019;
3. Delivery units shall be grouped and ranked according to the existing major programs of VWD. Then, a good, better and best unit shall be identified under the following:
 - a. Office of the General Manager
 - b. Administrative, General Services, Finance and Commercial Division
 - c. Engineering, Construction, Production and Water Quality Division
 - There shall no longer be a ranking of individuals within the delivery unit.

The Groups shall be ranked based on each one's final performance rating as follows:

Ranking of Delivery Units

Ranking	Performance Category
Top 10%	Best Delivery Unit/s
Next 25%	Better Delivery Unit/s
Next 65%	Good Delivery Unit/s



Republic of the Philippines
Region I - Province of Pangasinan

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4. Per IATF Memorandum Circular No. 2019-1, PBB rates of individual employees shall depend on the performance ranking of the delivery unit where they belong based on the individual monthly basic salary as of December 31, 2019, as follows, but not lower than Php 5,000.00.

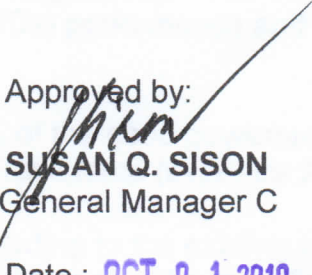
Performance Category of Delivery Unit	PBB as % of Monthly Basic Salary
Best Delivery Unit	65%
Better Delivery Unit	57.5%
Good Delivery Unit	50%

Prepared by:


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Date : OCTOBER 1, 2019

Approved by:


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General Manager C

Date : OCT 01 2019