



## TIAONG WATER DISTRICT

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### SYSTEM OF RANKING OFFICES/DELIVERY UNITS AND INDIVIDUALS FOR THE GRANT OF PERFORMANCE-BASED BONUS (PBB) FOR F.Y. 2020

The Civil Service Commission (CSC) Approved Strategic Performance Management System (SPMS) of Tiaong Water District (TWD) shall be the basis for the offices/delivery units and individual ranking of individuals.

The Tiaong Water District has adopted the Joint Memorandum Circular No. 2017-1 dated March 9, 2017, issued by the Inter-Agency Task Force (IATF).

The unit with the highest percent of accomplishment shall be the best delivery unit. Moreover, the eligible delivery units shall be ranked according to the following categories:

RANKING	PERFORMANCE OF CATEGORY OF DELIVERY UNIT
Top 10%	Best Bureau / Office / Delivery Unit
Top 25%	Better Bureau / Office / Delivery Unit
Top 65%	Good Bureau / Office / Delivery Unit

Consequently, 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, 2020, as follows, but not lower than P5,000.00:

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

**Approved by:**

  
**ENGR. PERSEVERANDO T. ATIENZA**  
General Manager