



## **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. 2022**

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. 2022-1 dated March 24, 2022, issued by the Inter-Agency Task Force (IATF).

For FY 2022 PBB, the delivery units (DUs) of eligible agencies shall no longer be ranked. However, the unit/s most responsible for deficiencies shall be isolated. Based on Table 1, to be eligible for the FY 2022 PBB, the agency must attain a total score of at least 70 points. To be able to attain at least 70 points, the agency should achieve a performance rating of 4 in at least three (3) criteria.

In such case, while the agency will be eligible, the unit/s most responsible (including its head) for the criteria stated in Section 3.0 with a performance rating of below 4 will be isolated from the grant of the FY 2022 PBB.

The unit/s most responsible (including its head) for the non-compliance with the Agency Accountabilities provided in Section 5.0 will also be isolated from the grant of the FY 2022 PBB. Eligible DUs shall be granted FY 2022 PBB at uniform rates across the agency, including its officials and employees.

The corresponding rates of the PBB shall be based on the agency's achieved total score as shown below. If eligible, their PBB rate for FY 2022 shall be equivalent to the rates as stated in Section 7.0 and shall be based on their monthly basic salary (MBS) as of December 31, 2022. Non-ex officio Board Members of GOCCs covered by the DBM may be eligible to the PBB with the equivalent rates following Section 7.0 and these conditions;

- a. The GOCC has qualified for the grant of the FY 2022 PBB;
- b. The Board Member has 90% attendance to duly called board meetings and committee meetings as certified by the Board Secretary;
- c. The Board Member has nine (9) months aggregated service in the position; and

d. The GOCC has submitted the appropriate annual Board-approved Corporate Operating Budget to DBM following the Corporate Budget Circular No. 22 dated December 1, 2016.

To be eligible for FY 2022 PBB, employees belonging to the First, Second, and Third Levels should receive a rating of at least "Very Satisfactory" based on the agency's CSC-approved Strategic Performance Management System (SPMS) or the requirement prescribed by the CESB.

#### RATES OF THE PBB

The total score as stated in Section 4.0 shall be the basis in determining the amount of the PBB an agency is eligible for. The maximum rate of the PBB for agencies that will achieve 100 points shall be 100% of the 65% monthly basic salary (MBS) of an individual as of December 31, 2021.

For illustration, see Table below:

#### RATES OF THE PBB

| TOTAL SCORE | PBB RATES                                    |
|-------------|--|
| 100 points  | 65% (100% of the 65% monthly basic salary)   |
| 95 points   | 61.75% (95% of the 65% monthly basic salary) |
| 90 points   | 58.5% (90% of the 65% monthly basic salary)  |
| 85 points   | 55.25% (85% of the 65% monthly basic salary) |
| 80 points   | 52% (80% of the 65% monthly basic salary)    |
| 75 points   | 48.75% (75% of the 65% monthly basic salary) |
| 70 points   | 45.5% (70% of the 65% monthly basic salary)  |

**Approved by:**

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