

**CABAGAN WATER DISTRICT**  
**PERFORMANCE BASED BONUS FOR FY 2019**  
**SYSTEM OF RANKING DELIVERY UNITS AND INDIVIDUALS**

In compliance with the PBB requirements, the **Cabagan Water District** adopts the following System of Ranking delivery Units and Individuals, following what is required as stated in Memorandum Circular No. 2019-02 dated November 12, 2019 issued by the Inter-Agency task Force on the Harmonization of National Government Performance Monitoring, Information and Reporting Systems.

- I. The agency must achieve at least 90% of each one of the approved performance targets for the delivery of Major Final Outputs (MFOs). Individuals in each Delivery Unit will be forced ranked based on the Agency's duly approved Strategic Performance Management System (SPMS).
- II. Ranking Delivery Units

The ranking delivery units shall be based on the average rating of all the Individual Performance Commitment and Review (IPCR) within the delivery units using the Office Performance Commitment and Review (OPCR).

Delivery units eligible to PBB 2019 shall be forced rank according to the following categories:

<b>RANKING</b>	<b>PERFORMANCE CATEGORY</b>
TOP <b>10%</b>	Best Bureau/Office/Delivery Unit
NEXT <b>25%</b>	Better Bureau/Office/Delivery Unit
NEXT <b>65%</b>	Good Bureau/Office/Delivery Unit

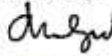
The rates of the enhanced PBB for each individual shall be based on the performance ranking of the individual's delivery unit, with the rate of incentive as a multiple of the individual's monthly basic salary based on the following categories:

<b>PERFORMANCE CATEGORY</b>	<b>MULTIPLE OF BASIC SALARY</b>
<b>Best</b> Delivery Unit ( <b>10%</b> )	<b>0.65</b>
<b>Better</b> Delivery Unit ( <b>25%</b> )	<b>0.575</b>
<b>Good</b> Delivery Unit ( <b>65%</b> )	<b>0.50</b>

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