



Republic of the Philippines
Province of Negros Occidental

PULUPANDAN WATER DISTRICT

Cor. Sta Felomina-Yanson Sts., Brgy. Zone 4,
Pulupandan, Negros Occidental

Email Add: pulupandanWD@yahoo.com.ph / Tel. No. (034)454-0002

*A Government-owned and Controlled Corporation
Under supervision by the*



LOCAL WATER UTILITIES ADMINISTRATION

GUIDELINES/MECHANICS IN RANKING OFFICES/DELIVERY UNITS AND INDIVIDUAL FOR THE GRANT OF PERFORMANCE-BASED BONUS (PBB) FOR THE FY 2016

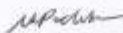
1. As a category D water district with a straight-line organizational structure, the Pulupandan Water District employees shall be rated as individual and shall be forced ranked according to his/her performance rating from highest to lowest based on the approved Strategic Performance Management System (SPMS) of the agency.
2. If the Pulupandan Water District meets the criteria and conditions for the grant of PBB for the FY 2016, eligible employees shall be forced ranked according to the following categories.

Ranking:	Individual Performance Category
Top 10%	Best Performer
Next 25%	Better Performer
Next 65%	Good Performer

3. The PBB rates shall depend on the individual's performance ranking and his/her monthly basic salary as of December 31, 2016 or Php 5,000 if the PBB% of the monthly basic salary is lower than Php 5,000

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

4. The head of the agency shall make the final decision on the re-evaluation of employees' performance in case of a tie or any other related issues.


LIANIE B. PACLIBAR
HR-Designate
Date: December 16, 2016


AMADOR G. GEROY
General Manager D
Date: December 16, 2016