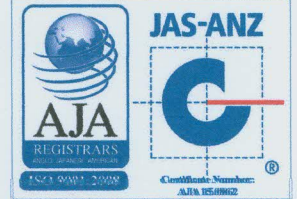




# BUTUAN CITY WATER DISTRICT

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## MECHANICS/SYSTEM IN RANKING BUREAUS/OFFICES/DELIVERY UNITS AND INDIVIDUALS FOR THE GRANT OF THE PERFORMANCE-BASED BONUS (PBB) FOR THE FY 2016

### MECHANICS/SYSTEM

BCWD's mechanics for eligibility and ranking offices/delivery units and individuals for the grant of FY 2016 PBB as prescribed in the Memorandum Circular No. 2016-1 dated May 12, 2016 of the Inter-Agency Task Force on the Harmonization of National Government Performance Monitoring, Information and Reporting Systems created under Administrative Order No. 25 (s 2011), viz:

- Nine (9) offices and departments of the BCWD shall be forced ranked based on the duly signed and approved OPCR's for the FY 2016:

Ranking	Performance Category
10%	- Best
25%	- Better
65%	- Good

- Based on this forced ranking and percentage scheme for the top 10%, from the nine (9) offices and departments, one delivery unit shall be ranked as *Best*
- Two(2) delivery units shall be ranked as *Better*
- Six (6) delivery units shall be ranked as *Good*

### **Ranking of Delivery Units and Rates of FY 2016 PBB**

- Delivery units ranking shall be based on the final result of OPCR's for the FY 2016 of the offices and departments
- PBB rates of individuals shall depend on the performance ranking of the office or delivery unit where they belong
- Based on the individual's monthly basic salary as of December 31, 2016.

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

- Or Php5,000 if the PBB % of monthly basic salary is lower than Php5,000

  
**EMMA B. LUPIBA, CPA**  
Department Manager A

  
**ENGR. ANSELMO L. SANG TIAN**  
General Manager A

*"Replicating Nature's Way"*