

**MECHANICS/SYSTEM IN RANKING BUREAUS/OFFICES/DELIVERY UNITS  
AND INDIVIDUALS FOR THE GRANT OF THE  
PERFORMANCE-BASED BONUS (PBB) FOR THE FY 2021**

**MECHANICS/SYSTEM**

BCWD's mechanics for eligibility and ranking offices/delivery units and individuals for the grant of FY 2021 PBB as prescribed in the DBM-LWUA Joint Memorandum Circular No. 2021- 1 dated October 19, 2021 pursuant to Executive Order (EO) No. 80, s. 2012, EO No. 201, s. 2016 and Administrative Order No. 25 Inter-Agency Task Force (IATF) Memorandum Circular No. 2021-1, viz:

- Ten (10) offices and departments of the BCWD shall be forced ranked based on the duly signed and approved OPCR's for the FY 2021:

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

- Based on this forced ranking and percentage scheme for the top 10%, from the ten (10) offices and departments, one delivery unit shall be ranked as *Best*
- Three (3) delivery units shall be ranked as *Better*
- Six (6) delivery units shall be ranked as *Good*

**Ranking of Delivery Units and Rates of FY 2021 PBB**

- Delivery units ranking shall be based on the final result of OPCR's for the FY 2021 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, 2021.

<b>Performance Category</b>	<b>PBB as % of Monthly Basic Salary</b>
Best	65%
Better	57.5%
Good	50%

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

  
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