

**SYSTEM OF RANKING OFFICES/DELIVERY UNITS AND INDIVIDUAL FOR THE GRANT
OF PERFORMANCE – BASED BONUS (PBB) FOR F.Y. 2020**

The Civil Service Commission (CSC) Approved Strategic Performance Management System (SPMS) of Amadeo Water District shall be the basis for the offices/delivery units and individual ranking of individuals.

The unit with highest percent of accomplishment shall be the best delivery unit. Moreover, the eligible delivery units shall be ranked according to the following categories:

RANKING	PERFORMANCE CATEGORY OF DELIVERY UNIT
Top 10%	Best Bureau / Office / Delivery Unit
Top 25%	Better Bureau / Office / Delivery Unit
Top 65%	Good Bureau / Office / Delivery Unit

Consequently, the PBB rates of individual employees shall depend on the performance ranking of the bureau or delivery unit where they belong, based on the individual's monthly basic salary as of December 31, 2020, as follows, but not lower than P5, 000.00:

Performance Category	PBB as % of Monthly Basic Salary
Best Bureau / Office / Delivery Unit (10%)	65%
Better Bureau / Office / Delivery Unit (25%)	57.5%
Good Bureau / Office / Delivery Unit (65)	50%

Approved by:



NILO C. DELA PEÑA
General Manager C