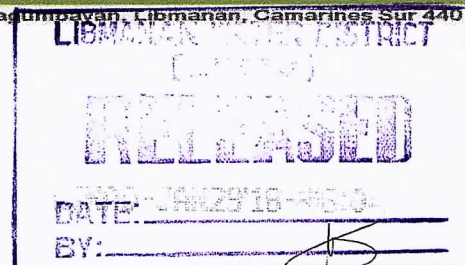


LIWAD-OGM-09122017-006

OFFICE ORDER NO. 006 S. 2017

TO : ALL CONCERNED  
FROM : OFFICE OF THE GENERAL MANAGER  
DATE : SEPTEMBER 12, 2017  
RE : SYSTEM OF RANKING DELIVERY UNITS AND INDIVIDUAL EMPLOYEE FOR THE GRANT OF PERFORMANCE BASED-BONUS (PBB) FOR THE YEAR 2017



In view of the Local Water Utilities Administration (LWUA) - Department of Budget and Management (DBM) Joint Circular No. 2017-014-17 issued July 3, 2017 RE: Guidelines on the Grant of the Fiscal Year 2017 Performance Based-Bonus (PBB) for Local Water District (LWDs) issued pursuant to Executive Order No. 80 Memorandum Circular No. 2017-1, The Libmanan Water District (LIWAD) hereby adopts the following:

The Performance Based-Bonus (PBB) shall be granted to qualified permanent and casual employees of Libmanan Water District.

Ranking shall be based on the average rating of all Individual Performance Commitment and Review (IPCR) of employees for the January-June 2017 and July-December 2017 rating periods.

Delivery units shall be forced ranked according to the following categories:

RANKING	PERFORMANCE CATEGORY
Top 10%	Best Delivery Unit
Next 25%	Better Delivery Unit
Next 65%	Good Delivery Unit

The rates of the 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:

PERFORMANCE CATEGORY	PBB AS % OF MONTHLY BASIC SALARY
Best Delivery Unit	65%
Better Delivery Unit	57.5%
Good Delivery Unit	50%

For eligibility of employees, LIWAD will adopt Section 8.0 of the Joint MC No. 2017-014-17.

Please be guided accordingly.

  
ENGR. RODOLFO A. JIMENEZ, JR.  
General Manager