



General Mariano Alvarez Water District

LWUA CCC No. 393

General Mariano Alvarez, Cavite

September 27, 2019

TO : ALL GMAWD EMPLOYEES
FROM : THE GENERAL MANAGER
SUBJECT : GUIDELINES IN SYSTEM OF RANKING DELIVERY UNITS FOR FY 2019 PBB

The General Mariano Alvarez Water District shall use the guidelines set forth in the provisions under Memorandum Circular No. 2019-1 dated September 3, 2019 of the Inter-Agency Task Force on the Harmonization of National of Government Performance Monitoring, Information and Reporting Systems on the Guidelines on the Grant of Performance Based-Bonus for Fiscal Year 2019 under Executive Order No. 80, s. 2012 and Executive Order No. 201 s. 2016.

Moreover, the General Mariano Alvarez Water District shall use its CSC Approved Strategic Performance Management System in the process of determining and evaluating the performance ranking of delivery units.

Ranking	Performance Category
Top (10%)	Best Delivery Unit
Next (25%)	Better Delivery Unit
Next (65%)	Good Delivery Unit

For purposes of PBB computation, the General Mariano Alvarez Water District shall use the Rates of the FY 2019 PBB as defined in the Memorandum Circular No. 2019-1 dated September 3, 2019, such that the basis of computation shall be the individual's basic monthly salary as of December 31, 2019 based on the table below:

PERFORMANCE CATEGORY	PBB as % of Monthly Basic Salary
Best Delivery Unit (10%)	65%
Better Delivery Unit (25%)	57.5%
Good Delivery Unit (65%)	50%

For your guidance and reference.


JULIET M. NACITA
General Manager

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GUIDELINES/MECHANICS IN RANKING OFFICE/DELIVERY UNITS AND INDIVIDUAL FOR THE GRANT OF PERFORMANCE-BASED BONUS (PBB) FY 2019


The General Mariano Alvarez Water District (GMAWD) shall use the guidelines set forth in the Memorandum Circular No. 2019-1 dated September 3, 2019 of the Inter-Agency Task Force on the Harmonization of National Government Performance Monitoring Information and Reporting System on the Guidelines on the Grant of Performance-Based Bonus for the Fiscal Year 2019 under Information and Reporting Systems on the Guidelines on the Grant of Performance-Based Bonus for the Fiscal Year 2019 Under Executive Order (EO) No. 80, s., 2012 and EO No. 201, s., 2016.

Moreover, the General Mariano Alvarez Water District shall use the Approved Strategic Performance Evaluation System in the process of determining and evaluating the performance ranking of delivery units.

Ranking		Performance Category	
Top	10%	Best Delivery Unit	
Next	25%	Better Delivery Unit	
Next	65%	Good Delivery Unit	

For the purpose of PBB Computation, the General Mariano Alvarez Water District shall use the Rates of the FY 2019 PBB as defined in Memorandum Circular No. 2019-1 dated September 3, 2019, such that the basis of computation shall be the individual's basic monthly salary as of December 31, 2019 based on the table below.

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


MARETA G. GALANZA
 OIC, HR Division
 September 27, 2019


JULIETA M. NACITA
 General Manager
 September 27, 2019