



General Mariano Alvarez Water District

LWUA CCC No. 393
General Mariano Alvarez, Cavite

September 22, 2020

TO : ALL GMAWD EMPLOYEES
FROM : THE GENERAL MANAGER
SUBJECT : GUIDELINES IN SYSTEM OF RANKING DELIVERY UNITS FOR FY 2020 PBB

The General Mariano Alvarez Water District shall use the guidelines set forth in the provisions under Joint Memorandum Circular No. 2020-1 dated September 3, 2020 of the Inter-Agency Task Force on the Harmonization of National Government Performance Monitoring, Information and Reporting Systems on the Guidelines on the Grant of Performance Based-Bonus for Fiscal Year 2020 under Executive Order No. 80, s. 2012 and Administrative Order (AO) No. 25 Inter-Agency Task Force (IATF) Memorandum Circular No. 2020-1.

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 2020 PBB as defined in the Joint Memorandum Circular No. 2020-1 dated September 3, 2020, such that the basis of computation shall be the individual's basic monthly salary as of December 31, 2020 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 OFFICES/DELIVERY UNITS AND INDIVIDUAL
FOR THE GRANT OF PERFORMANCE-BASED BONUS (PBB) FY 2020**

DEPARTMENT/AGENCY: GENERAL MARIANO ALVAREZ WATER DISTRICT

The General Mariano Alvarez Water District (GMAWD) shall use the guidelines set forth in the Joint Memorandum Circular No. 2020-1 dated September 3, 2020 of the Inter-Agency Task Force on the Harmonization of National Government Performance Monitoring, Information and Reporting Systems on the Guidelines on the Grant of Performance –Based Bonus for Fiscal Year 2020 under Executive Order (EO) No. 80 and Administrative Order (AO) No. 25 Inter-Agency Task Force (IATF) Memorandum Circular No. 2020-1.

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, General Mariano Alvarez Water District shall use the Rates of the FY 2020 PBB as defined in Joint Memorandum Circular No. 2020-1 dated September 3, 2020. The basis of computation shall be the individual's basic monthly salary as of December 31, 2020.

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


MARIETA G. GALANZA
OIC- HR Division


JULIET M. NACITA
General Manager