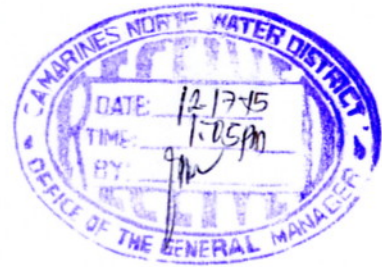
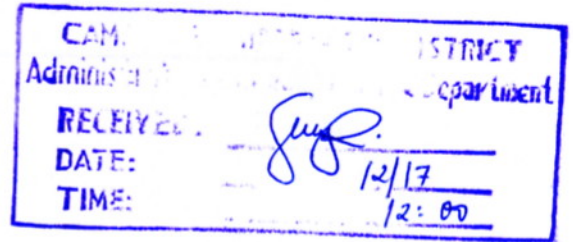


Republic of the Philippines
CAMARINES NORTE WATER DISTRICT
Daet, Camarines Norte



MEMORANDUM : FSD - 2015 - 072
FOR : All Employees
CC : General Manager
Department Managers
PMT Chairperson
President, CNWDEA-NAFLU
Bulletin Board
File

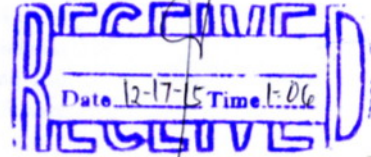


DATE : December 8, 2015
SUBJECT : GUIDELINES ON THE RANKING OF INDIVIDUAL AND DELIVERY UNITS RELATIVE TO THE GRANT OF THE PERFORMANCE-BASED BONUS (PBB) FOR FISCAL YEAR 2015

We are furnishing you with a copy of the Local Water Utilities Administration Memorandum Circular No. 015-15 issued on October 29, 2015 prescribing the "Guidelines on the Ranking of Local Water Districts (LWDs) Delivery Units Relative to the Grant of the Performance-Based Bonus (PBB) for Fiscal Year 2015 per Executive Order No. 80" for your reference/appropriate action. Please note that the CNWD PBB Committee is adopting said System of Ranking Individual and Delivery Units for fiscal year 2015.

Be guided accordingly.

M. B. ESTRELLADO
Department Manager B - Financial Services
Chairperson, PBB Committee



for CNWDEA-NAFLU
12/17/15

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LOCAL WATER UTILITIES ADMINISTRATION

P.O. BOX 34, U.P. Four Office, Kalibunan Avenue, Balara, Quezon City
Tel No.: 920-5531 to 99-920-56-01 Fax No.: (632) 922-34-34
Administrator's Direct Line: (02) 929-61-07
LWUA Website: www.lwua.gov.ph

October 29, 2015

MEMORANDUM CIRCULAR NO. 015-15

TO : ALL WATER DISTRICTS

SUBJECT : Guidelines on the Ranking of Local Water Districts (LWDs) Delivery Units relative to the Grant of the Performance-Based Bonus (PBB) for Fiscal Year 2015 per Executive Order No. 80

Guidelines on the ranking of delivery units in the LWDs is hereby issued in order to ensure that the objective and measuring performance of LWDs is achieved and to foster the culture of accountable public service and cooperation, wherein activities are linked towards service delivery.

Ranking of Individuals and Delivery Units

Delivery units of eligible WDs for FY 2015 PBB shall be forced ranked to determine equivalent value of PBB. The LWDs shall use the Civil Service Commission (CSC) approved Strategic Performance Management System (SPMS) in Rating and Ranking of employees. The Eligibility of Individuals with at least satisfactory performance rating under 6.0 of the IATF Memorandum Circular No. 2015-1 shall apply.

The employees of LWDs shall be forced ranked within each delivery unit, subject to the estimated budget ceiling per agency for FY 2015 PBB using the Individual Performance Commitment and Review (IPCR).

The ranking of delivery units shall be based on the average rating of all the Individual Performance Commitment and Review (IPCR) within the delivery units using the Office Performance Commitment and Review (OPCR). Forced Ranking shall be according to categories in 7.5 of Memorandum Circular No. 2015-01.

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015.15 4

Memorandum Circular No. _____
 Guidelines on the Ranking of Local Water Districts (LWDs) Delivery Units relative to the
 Grant of the PBB for FY 2015 per Executive Order No. 80
 Page 2 of 2

Best Delivery Unit/s

Ranking	Individual Performance Category	Rates per 7.2 of MC No. 2014-02
Top 20%	Best Performer	35,000
Next 35%	Better Performer	20,000
Next 45%	Good Performer	10,000

Better Delivery Unit/s

Ranking	Individual Performance Category	Rates per 7.2 of MC No. 2014-02
Top 15%	Best Performer	25,000
Next 30%	Better Performer	13,500
Next 55%	Good Performer	7,000

Good Delivery Unit/s

Ranking	Individual Performance Category	Rates per 7.2 of MC No. 2014-02
Top 10%	Best Performer	15,000
Next 25%	Better Performer	10,000
Next 65%	Good Performer	5,000

The resulting ranking of delivery units and the personnel therein shall be indicated in Form 1.0 as specified in Memorandum Circular No. 2015-01.

For your compliance,



ANDRES F. IBARRA
 Administrator