

MURCIA WATER DISTRICT

Murcia Negros Occidental

GUIDELINES/MECHANICS IN RANKING OFFICES/DELIVERY UNITS AND INDIVIDUAL FOR THE GRANT OF PERFORMANCE-BASED BONUS (PBB) FY 2015

1. Based on Agency's approved SPMS, employees covered will be forced ranked according to his performance rating from highest to lowest.
2. In order for the third level employees to be eligible he/she should receive a rating of at least "Very Satisfactory" and "Satisfactory" for the second and first levels based on approved SPMS.
3. If all criteria and conditions are met MWD adopts section 7.5 of the DBM MC2015-01 dated August 12, 2015 as follows:

For the BEST bureau, office or delivery unit:

Ranking:	Individual Performance Category
Top 20%	Best Performer
Next 35%	Better Performer
Next 45%	Good Performer


For the BETTER bureau, office or delivery unit:

Ranking:	Individual Performance Category
Top 15%	Best Performer
Next 30%	Better Performer
Next 50%	Good Performer

For the GOOD bureau, office or delivery unit:

Ranking:	Individual Performance Category
Top 10%	Best Performer
Next 25%	Better Performer
Next 65%	Good Performer

4. The head of the agency shall make the final decision on the re-evaluation of employees' performance in case of a trio or any other related issues.


Mary Grace E. Libo-on

Head of HR

Date: 10/28/2015


Winston M. Makilan

Agency Head

Date: 10/28/2015