



METRO COTABATO WATER DISTRICT

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System of Ranking Delivery Units and Individuals

For the Grant of Performance-Based Bonus FY 2015

The Metro Cotabato Water District (MCWD) shall adopt the following guidelines/mechanism in the ranking delivery units and individuals with reference to DBM MC 2015-1, dated August 12, 2015 and LWUA MC 015-15 dated October 29, 2015.

- The use of Strategic Performance Management System (SPMS), which was approved by CSC Region 12 on September 19, 2013, shall be the basis for individual ranking of officers and employees.
- Employees belonging to the First and Second Levels should receive a rating of at least "Satisfactory" based on the agency's CSC-approved SPMS.
- The MCWD and its corresponding delivery units/departments that meet the criteria and conditions set in the above circular are eligible to the PBB for FY 2015.
- Delivery units/departments eligible to PBB shall be forced rank according to the following categories:

Ranking

Top 10%

Next 25%

Next 65%

Performance Category

Best Delivery Unit/Department

Better Delivery Unit/Department

Good Delivery Unit/Department

- Officials and employees of MCWD and its delivery units/departments that qualified for the PBB, shall be forced ranked subject to the estimated budget ceiling per agency for FY 2015 PBB.

BEST DELIVERY UNIT/S

Ranking	Individual Performance Category	Rates per 7.2 of MC No. 2014-02
Top 20%	Best Performer	35,000.00
Next 35%	Better Performer	20,000.00
Next 45%	Good Performer	10,000.00


BETTER DELIVERY UNIT/S

Ranking	Individual Performance Category	Rates per 7.2 of MC No. 2014-02
Top 15%	Best Performer	25,000.00
Next 30%	Better Performer	13,500.00
Next 55%	Good Performer	7,000.00

GOOD DELIVERY UNIT/S

Ranking	Individual Performance Category	Rates per 7.2 of MC No. 2014-02
Top 10%	Best Performer	15,000.00
Next 25%	Better Performer	10,000.00
Next 65%	Good Performer	5,000.00

- Only the personnel belonging to eligible delivery units/departments are qualified for the PBB.
- The Management shall discuss and agree with the Board of Directors and the rank and file the ranking of delivery units/departments and individuals.
- The MCWD shall ensure that the scheme is fair and transparent.
- Calibration of the application of performance standards to the value of performance ratings shall be done consistently within the office or department.


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