



Republic of the Philippines  
**STO. NIÑO WATER DISTRICT**  
Sto. Niño, South Cotabato  
Telfax: (083) 235-1211  
E-mail: [sto.ninowaterdistict@yahoo.com.ph](mailto:sto.ninowaterdistict@yahoo.com.ph)

**SYSTEM OF RANKING DELIVERY UNITS**  
**For the Grant of Performance-Based Bonus (PBB) for FY 2020**

The Sto. Niño Water District (SNWD) adopts the following guidelines in ranking delivery units pursuant to IATF MEMORANDUM CIRCULAR NO. 2020-1, dated 02 JUNE 2020.

- Delivery units shall be rated and forced ranked based on the achievement of their approved targets according to the following categories:

**RANKING**

Top 10%  
Next 25%  
Next 65%


**PERFORMANCE CATEGORY**

BEST Delivery Unit  
BETTER Delivery Unit  
GOOD Delivery Unit

- Only personnel belonging to eligible delivery units are qualified for the PBB.
- Officials and employees who receive a "Below Satisfactory" rating under CSC approved SPMS shall not be eligible to the PBB.
- The rates of the enhanced PBB for each individual employee shall be based on the Performance Ranking of the individual's delivery unit, with the rate of incentive as a multiple of the individual's monthly basic salary as of December 31, 2020, based on the following categories:

<b>Performance Category</b>	<b>Multiple of Basic Salary</b>
Best Delivery Unit (10%)	0.65
Better Delivery Unit (25%)	0.575
Good Delivery (65%)	0.50

- Officials and employees who did not file SALN and failed to liquidate their cash advances in FY2020 shall not be eligible to the PBB.

  
**CHERYL A. BALLA**

Administrative Services Officer B

  
**RENE M. FORMACION**  
General Manager