



BALANGA WATER DISTRICT

EGSA, Tuyo, Balanga City, Bataan 2100
balanga_water@yahoo.com
09190870348/09361586991

SYSTEM OF RANKING AND DELIVERY UNITS AND ELIGIBILITY OF INDIVIDUALS.

For the Grant of Performance-Based Bonus (PBB) for 2024
(Based on Inter-Agency Task Force Memorandum Circular No. 2023 – 1)

1. To be eligible for the grant of the FY 2024 PBB, each agency must satisfy the criteria and conditions under the four (4) dimensions of accountability: Performance Results, Process Results, Financial Results, and Citizen/Client Satisfaction Results and attain a total score of at least 70 points, and achieve at least a rating of 4 for at least three (3) in the four (4) dimensions of accountability based on the PBB Scoring System.
2. Form A or other as provided in the LWUA-DBM joint memorandum circular shall be used as basis in assessing the BLWD's performance and determining the eligibility for the PBB.
3. For FY 2024 PBB, BLWD's delivery units shall no longer be ranked. However, the unit/s most responsible for non-compliance or non-accomplishment of targets shall be isolated from the grant of the PBB.
4. Eligible delivery units shall be granted FY 2024 PBB at uniform rates across BLWD including its officials and employees.
5. The PBB rates of individual employees shall depend on the total score of the office accomplishments versus its target for FY 2024. The maximum rate of the PBB for agencies that will achieve 100 points shall be 100% of the 65% MBS of an individual as of December 31, 2024.

RATES OF THE PBB	
TOTAL SCORE	PBB RATES
100 points	65% 100% of the 65% monthly basic salary
95 points	61.75% 95% of the 65% monthly basic salary
90 points	58.5% 90% of the 65% monthly basic salary
85 points	55.25% 85% of the 65% monthly basic salary
80 points	52% 80% of the 65% monthly basic salary
75 points	48.75% 75% of the 65% monthly basic salary
70 points	45.5% 70% of the 65% monthly basic salary

6. Employees belonging to the First and Second levels shall have a rating of at least "Very Satisfactory" based on the Agency's CSC approved Strategic Performance Management System (SPMS). The Head of the Agency shall not be included in ranking and delivery units.