



Republic of the Philippines
JOSE PANGANIBAN WATER DISTRICT
Torres Bldg, Brgy. South Poblacion, Jose Panganiban Camarines Norte
CP No. 0917-8273-101 (Globe)

Certification

This is to certify that Jose Panganiban Water District has already adopted the Local Water Utilities Administration (LWUA) and Department of Budget and Management Joint Circular No.014-17, dated July 31, 2017, "Guidelines on the Grant of the Fiscal Year 2017 Performance-Based Bonus (PBB) for Local Water Districts (LWDs) issued pursuant to Executive Order No.80 and Memorandum Circular No.2017-1, with details as follows:



Republic of the Philippines
Local Water Utilities Administration
Department of Budget and Management

JOINT MEMORANDUM CIRCULAR NO. 2017 - 014 - 17

JUL 31 2017

TO: All Heads of Local Water Districts

SUBJECT: Guidelines on the Grant of the Fiscal Year 2017 Performance-Based Bonus (PBB) for Local Water Districts (LWDs) issued pursuant to Executive Order No. 80 and Memorandum Circular No. 2017-1

1.0 BACKGROUND AND RATIONALE

- 1.1 In the pursuit of improving the lives of the Filipino people, President Rodrigo Duterte has laid out a socio-economic agenda towards more inclusive development. All government agencies are directed to be more transparent and expedient in their transactions with the public by reducing requirements and processing time of all applications and services, and making them accessible and convenient for the people. Achieving the desired sectoral outcomes would restore the confidence of the Filipino people in the capacity of the public servants to make people's lives better, safer and healthier.
- 1.2 To heighten public accountability and transparency, promote greater collaboration among agencies, and ensure accessible and convenient delivery of services to the Filipino people, the Philippine government is intensifying the Results-Based Performance Management System (RBPMS), along with its incentive component, the Performance-Based Incentive System (PBIS). The RBPMS aims not only to link budget with outcomes but also strengthen performance management and monitoring in the government. The PBIS consisting of the Productivity Enhancement Incentive (PEI) and the Performance-Based Bonus (PBB), which were authorized under Executive Order (EO) No. 80 s. 2012 is an integrated scheme of rewarding exemplary performance in the government through the grant of incentives linked with actual performance.
- 1.3 EO No. 201 s. 2016 also provided that the compensation and position classification shall be revised or updated to strengthen the PBIS in recognition of government personnel who play a greater role and carry a heavier responsibility in attaining performance targets and delivering results.
- 1.4 EO No. 201 s. 2016 stipulated that the Inter-Agency Task Force on the Harmonization of National Government Performance Monitoring, Information and Reporting System created under Administration Order (AO) No. 25 s. 2011 shall prescribe the conditions on eligibility and procedures for the grant

9.0 RANKING OF DELIVERY UNITS

LWDs and their corresponding delivery units that meet the criteria and conditions in Section 5.1 are eligible to the PBB for FY 2017.

9.1 Delivery units eligible to the PBB shall be forced ranked according to the following categories:

RANKING	PERFORMANCE CATEGORY
Top 10%	Best Delivery Unit
Next 25%	Better Delivery Unit
Next 65%	Good Delivery Unit

10.0 RATES OF THE ENHANCED PBB

10.1 The rates of the enhanced PBB for each individual 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 based on the following categories:

PERFORMANCE CATEGORY	MULTIPLE OF BASIC SALARY
Best Delivery Unit (10%)	0.65
Better Delivery Unit (25%)	0.575
Good Delivery Unit (65%)	0.50

Issued this 31st day of August 2017 at Jose Panganiban Water District, Jose Panganiban Camarines Norte for reference purposes.



EDUARDO C. CAMPITA

General Manager