



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) Memorandum Circular No. 2018 -1, dated May 28, 2018, “ Guidelines on the Grant of the Performance-Based Bonus for Fiscal Year 2018 under Executive Order No. 80 s.2012 and Executive Order No. 201 s. 2016.



INTER-AGENCY TASK FORCE ON THE HARMONIZATION OF  
NATIONAL GOVERNMENT PERFORMANCE MONITORING, INFORMATION AND REPORTING SYSTEMS  
(Administrative Order No. 25 s. 2011)

MEMORANDUM CIRCULAR NO. 2018 - 1

May 28, 2018

**TO :** All Heads of Departments, Bureaus, Offices and Other Agencies of the National Government, including Constitutional Commissions, Congress, The Judiciary, Office of the Ombudsman, State Universities and Colleges, Government-Owned or-Controlled Corporations, Local Water Districts, and Local Government Units

**SUBJECT:** Guidelines on the Grant of the Performance-Based Bonus for Fiscal Year 2018 under Executive Order No. 80 s. 2012 and Executive Order No. 201 s. 2016

## 1.0 BACKGROUND AND RATIONALE

- 1.1 In his 2017 State of the Nation Address, President Rodrigo Duterte called for a government equipped with political will and braced by a concerned citizenry to be able to overcome the problems facing the country through collective purpose and collaborative actions. He emphasized the need for heightened transparency and deeper accountability to the Filipino people to fight corruption and cleanse the bureaucracy.
- 1.3 Moreover, in his Veto Message in the Fiscal Year (FY) 2018 National Budget, President Duterte declared confidence in strengthening the country's foundation for a *matatag, maginhawa, at panatag na buhay* that Filipinos aspire for. The FY 2018 National Budget represents the sound priorities and programs aimed at fostering the golden age of infrastructure, secure peace and order, and accelerate human capital development for sustained and inclusive growth. To this goal, he called for efficient, responsible and disciplined utilization of the National Budget.
- 1.4 To tighten the advocacy for intensified public accountability, heightened transparency, stronger fiscal discipline, and more efficient government processes, the government is leveraging the priorities of its Results-Based Performance Management System (RBPMS) and its people-centered Performance-Based Incentive System (PBIS) through requirements and conditions aiming to fight corruption, achieve higher citizen satisfaction and implement a firmer validation process to recognize outstanding performance in government service.

**8.0 RANKING OF DELIVERY UNITS**

8.1 Departments/Agencies and their corresponding offices/delivery units that meet the criteria and conditions in Section 4.0 are eligible to the FY 2018 PBB. Bureaus, offices or delivery units eligible to the PBB shall be forced ranked according to the following categories:

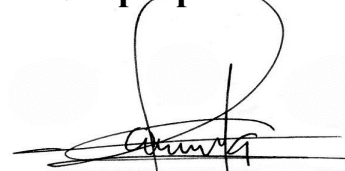
<b>RANKING</b>	<b>PERFORMANCE CATEGORY</b>
Top 10%	Best Delivery Units
Next 25%	Better Delivery Units
Next 65%	Good Delivery Units

**9.0 RATES OF THE PBB**

9.1 The rates of the PBB for each individual shall be based on the performance ranking of the individual's bureau or delivery unit with the rate of incentive as a multiple of one's monthly basic salary as of December 31, 2018, based on the table below:

<b>PERFORMANCE CATEGORY</b>	<b>MULTIPLE OF BASIC SALARY</b>
Best Delivery Unit	0.65
Better Delivery Unit	0.575
Good Delivery Unit	0.50

**Issued this 25th day of June 2018 at Jose Panganiban Water District, Jose Panganiban, Camarines Norte for reference purposes.**



**EDUARDO C. CAMPITA**  
**General Manager**