



Republic of the Philippines
GENERAL SANTOS CITY WATER DISTRICT (GSCWD)

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System of Ranking Delivery Units and Individuals
 For the Grant of Performance-Based Bonus FY 2015

The General Santos City Water District (GSCWD) shall adopt the following guidelines/ mechanisms in the ranking delivery units and individuals with reference to DBM MC 2015-1, dated August 12, 2015

- The use of Strategic Performance Management System (SPMS), which was approved by CSC Region 12 Office in September 11, 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 GSCWD 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	Performance Category
Top 10%	Best Delivery Unit / Department
Next 25%	Better Delivery Unit / Department
Next 65%	Good Delivery Unit / Department

- Officials and employees of GSCWD 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.

Performance Category of Delivery Unit	Individual Personnel		
	Best Performer (Outstanding)	Better Performer (Very Satisfactory)	Good Performer Satisfactory
Best Delivery Unit / Department	20%	35%	45%
Better Delivery Unit / Department	15%	30%	55%
Good Delivery Unit / Department	10%	25%	65%

- 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 GSCWD 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.


FERDINAND S. FERRER, MPA
 HR Department Manager

Date: October 22, 2015


ENGR. ARN B. GELLANGARIN
 General Manager A

Date: October 22, 2015