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11. The rates of the PDB for each individual shall be based on the performance of the Delivery Units with the rate of incentive as multiple of one's monthly basic salary as of December 31, 2018, based on the table below:

Yearly Delivery Unit	Rate
0-100%	0%
101-110%	10%
111-120%	20%
121-130%	30%
131-140%	40%
141-150%	50%
151-160%	60%
161-170%	70%
171-180%	80%
181-190%	90%
191-200%	100%

THE SUPERINTENDENT, STATE OF TEXAS, COUNTY OF  
 HARRIS COUNTY, TEXAS