

PRESIDENTIAL COMMISSION FOR THE URBAN POOR
PERFORMANCE BASED BONUS FOR FY 2016
SYSTEM OF RANKING DELIVERY UNITS

In compliance with the requirements, the Presidential Commission for the Urban Poor hereby adopts the following System of Ranking Delivery Units and Rates of PBB, following what is required as stated in Memorandum Circular No 2016-1, dated May 12, 2016.

I. The Agency must satisfy the following conditions:

- a) Achieve agency performance targets under their respective Major Final Outputs (MFO's) under the Performance Informed Budget (PIB) of the FY 2016 GAA, and the targets for Support to Operations (STO) and General Administration and Support Services (GASS).
- b) Satisfy 100% of the Good Governance Conditions set by the AO 25 Inter-Agency Task Force (IATF) for 2016.
- c) Use the CSC approved Strategic Performance Management System (SPMS) in rating the performance of First and Second level officials and employees of departments/agencies of the national and local government to include: those in GOCCs with original charters, those in State Universities and Colleges, and officials holding managerial and Director positions but are not Presidential appointees; and the Career Executive Service Performance Evaluation System (CESPES) in rating the performance of CES officials and incumbents of CES positions.

II. Ranking of Delivery Units

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

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

III. RATES OF THE FY 2016 PBB

The PBB rates of individual employees shall depend on the performance ranking of the bureau or delivery unit where they belong based on the individual's monthly basic salary as of December 31, 2016 as follows, but not lower than P5,000.

PERFORMANCE CATEGORY	PBB as % of Monthly Basic Salary
Best Bureau/Office/Delivery Unit (10%)	65%
Better Bureau/Office/Delivery Unit (25%)	57.5%
Good Bureau/Office/Delivery Unit (65%)	50%

Prepared by:


Human Resource Management Unit

Approved by:


ATTY. TERRY L. RIDON
Chairman