

PRESIDENTIAL COMMISSION FOR THE URBAN POOR

PERFORMANCE BASED BONUS FOR FY 2020 SYSTEM OF RANKING DELIVERY UNITS AND INDIVIDUALS

In compliance with the PBB requirements, the Presidential Commission for the Urban Poor hereby adopts the following what is required as stated in Memorandum Circular No. 2020-1 dated June 2, 2020.

- I. The agency must satisfy the following conditions:
 - a. Good Governance Conditions: Satisfy 100% of GGCs for FY 2020 as provided in Section 4.0 for FY 2020, the extent of validation of the achievement of a number of GGCs that agencies should meet shall depend on their historical compliance and performance in previous PBB cycles.
 - b. Performance Targets: Achieve each one of the Physical Targets, Support to Operations (STO), and General Administration and Support Services (GASS) requirements for FY 2020.
 - c. Performance Rating System to be Used for Personnel in the First and Second Levels, and those occupying Career Executive Service (CES) positions. The rating of the performance of the first and second level officials and employees of departments/agencies in NGAs, GOCCs, and LGUs, including managerial or director positions, but are not Presidential appointees, shall be consistent with the CSC-approved Strategic Performance Management System (SPMS). For the CES officers and incumbents to CES positions, the rating of their performance shall be based on the guidelines issued by the CES Board (CESB).

II. RANKING OF DELIVERY UNITS

Departments/Agencies and their corresponding offices/delivery units that meet the criteria and conditions in Section 4.0 are eligible to the FY 2020 PBB. Bureaus, offices or delivery units eligible to the PBB shall be forced ranked according to the following categories:

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

III. RANKING OF INDIVIDUALS

The rates of the PBB for each individual shall be based on the performance ranking of the individual's bureaus or delivery units with the rate of incentive as a multiple of one's monthly basic salary based on the table below:

PERFORMANCE CATEGORY	MULTIPLE OF BASIC SALARY
Best Delivery Unit	0.65
Better Delivery Unit	0.575
Good Delivery Unit	0.50


ALVIN S. FELICIANO
Chairperson/CEO


MA. JESUSA C. GAPAC
HRMO III