



Republic of the Philippines
OFFICE OF THE PRESIDENT
OPTICAL MEDIA BOARD

No. 35 Scout Limbaga Street, Bgy. Laging Handa, Quezon City Zip Code 1103
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OPTICAL MEDIA BOARD
PERFORMANCE BASED BONUS FOR FY 2017
SYSTEM OF RANKING DELIVERY UNITS AND INDIVIDUALS

In compliance with the PBB requirements, the Optical Media Board hereby adopts the following what is required as stated in Memorandum Circular No. 2017-1 dated March 9, 2017.

I. The agency must satisfy the following conditions:

- a. **Good Governance Conditions.** Satisfy 100% of the good governance Conditions for FY 2017 set by the AO 25 Inter-Agency Task Force 9ATF) as provided in Section 5.0
- b. **Performance Targets.** Achieve each one of the Congress-approved performance targets for the delivery Major Final Outputs 9MFOs) under the performance Informed Budget of the FY 2017 General Appropriations Act and the targets for Support to Operations (STO) and General Administration and Support Services 9GASS) provided in Section 6.0.
- c. **Use the CSC-approved Strategic Performance Management System** in rating the performance of First and Second level officials and employees of department/agencies of the national and local government to include those in GOCCs with original charters and in SUCs and officials holding managerial and Director positions but are not Presidential Appointees. In rating the performance of Career Executive Service (CES) officers and incumbents of CES positions. The Career Executive Service Performance Evaluation System (CESPES) shall be the basis.

II. RANKING OF DELIVERY UNITS

Agencies and their corresponding offices/delivery units that meet the criteria and conditions in Section 4.1 are eligible to the FY 2017 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 |

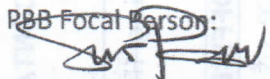
III. RANKING OF INDIVIDUALS

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 of one's monthly basic salary based on the table below:

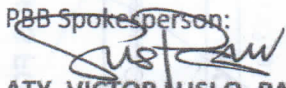
| PERFORMANCE CATEGORY | MULTIPLE OF BASIC SALARY |
|----------------------|--------------------------|
| Best Delivery Unit | 0.65 |
| Better Delivery Unit | 0.575 |
| Good Delivery Unit | 0.50 |

Officers and staff are informed thru the issuance of Office Memorandum as to the status of Performance Based Bonus.

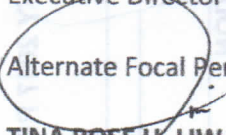
PBB Focal Person:


ATTY. VICTOR LUIS Q. PADILLA II
Executive Director II

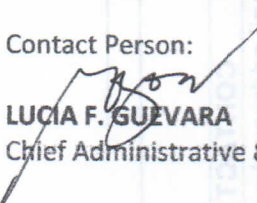
PBB Spokesperson:


ATTY. VICTOR LUIS Q. PADILLA II
Executive Director II

Alternate Focal Person:


TINA ROSE J. LIWALAS, CPA
OIC, Accounting Unit

Contact Person:


LUCIA F. GUEVARA
Chief Administrative & Finance Officer