



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 GUIDELINES/MECHANICS IN RANKING OFFICES/DELIVERY UNITS FOR THE GRANT OF FY 2018 PERFORMANCE-BASED BONUS (PBB)

In compliance with the PBB requirements, the Optical Media Board hereby adopts the following requirements stated in Memorandum Circular 2018-1.

#### I. The agency must satisfy the following conditions:

- a. Good Governance Conditions. Satisfy 100% of the Good Governance Conditions for FY 2018 set by AO 25 Inter-Agency Task Force (IATF) in Section 5.0
- b. Performance Targets. Achieve each one of the Congress-approved performance targets for the delivery of Major Final Outputs (MFOs) under the performance informed budget of the FY 2018 General Appropriations Act and the targets for Support to Operations (STO) and General Administration and Support Services (GASS) 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 OMB including 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

Offices/Delivery Units that meet the criteria and conditions in Section 4.1 are eligible to the FY 2018 PBB. 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 Unit

**III. Ranking of Individuals**

The rates of the PBB for each individual shall be based on the performance ranking of the individual's delivery unit 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:



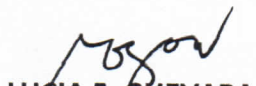
**ATTY. VICTOR LUIS Q. PADILLA II**  
Executive Director II

Alternate Focal Person:



**TINA ROSE U. LIWALAS, CPA**  
OIC, Accounting Unit

Contact Person:



**LUCIA F. GUEVARA**  
Chief Administrative & Finance Officer