



PERFORMANCE MANAGEMENT GROUP (PMG)

SYSTEM OF RANKING OF DELIVERY UNITS FOR THE FY 2018 PERFORMANCE-BASED BONUS (PBB)

Criteria of Delivery Units	Percentage Allocation	% for Faculty	% for Staff
1. Contribution to MFO	25		
2. Overall SPMS Rating	50		
3. Compliance to Reportorial Requirements as Unit			
a. Daily Time Record (DTR);		10	15
b. Annual, Quarterly and Monthly Report; and		5	10
c. Grades (for Faculty)		10	

All faculty and staff in the same delivery unit will contribute to the overall rating of their respective Office Performance commitment Review (OPCR).

The above rating will apply to the delivery units identified below:

1. Office of the President (VPs, Planning and HR);
2. College of Education;
3. College of Agriculture;
4. College of Engineering and Information Sciences;
5. Academic Non-teaching (Registrar, Library, Veterinary, Nurse, Agri. Tech. & Nurse);
6. Finance (Accounting, Budget and Cashier);
7. Logistics;
8. Security Services;
9. General Services; and
10. Production

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