



development academy of the philippines

ISO 9001:2008 Certified
CIP/4045/08.06.579

BOARD RESOLUTION NO. 2016-07

ADOPTING THE CY 2015 PERFORMANCE-BASED BONUS SYSTEM FOR DEVELOPMENT ACADEMY OF THE PHILIPPINES IN ACCORDANCE WITH EXECUTIVE ORDER NO. 80, s. 2012 AND GCG MEMORANDUM CIRCULAR NO. 2015-05

WHEREAS, on 20 July 2012, President BENIGNO S. AQUINO III issued Executive Order (E.O.) No. 80, s. 2012, which directed the Governance Commission for GOCCs (GCG) to issue the necessary guidelines for the Performance-Based Incentive (PBI) System of GOCCs under GCG's jurisdiction;

WHEREAS, GCG Memorandum Circular (M.C.) No. 2015-05 established the rules and regulations for the Interim Performance-Based Bonus (PBB) System for Qualified Officers and Employees of GOCCs covered by GCG pursuant to the "GOCC Governance Act of 2011" (R.A. No. 10149);

WHEREAS, subject to further evaluation by GCG, DAP has attained a weighted-average of 98.25% based on its Performance Scorecard for 2015, and has complied with all Good Governance Conditions, pursuant to GCG MC No. 2015-05;

WHEREAS, based on the guidelines in GCG MC No. 2015-05, DAP is a Losing GOCC;

WHEREAS, E.O. No. 80 requires that the funds for the grant of PBB in GOCCs shall be charged against their respective corporate funds, subject to the approval of their respective governing boards; and

WHEREAS, no other performance-based incentive or its equivalent has been granted to the Officers and Employees of DAP for CY 2015.

BE IT –

RESOLVED, the Board hereby **APPROVES** the following:

1. Application for authorization from GCG to grant the 2015 PBB, which consists of:
 - (a) Productivity Enhancement Incentive (PEI) amounting to an equivalent of one (1) month basic salary, which shall be granted across-the-board; and
 - (b) PBB for Qualified Officers and Employees based on their Percentile Ranking within their respective levels, and the applicable fixed rate, including prorated grant based on length of service, in accordance with Section 4.1.7 of GCG MC 2015-05.
2. Allocation of an amount not exceeding **THREE MILLION THREE HUNDRED EIGHTY-EIGHT THOUSAND TWO HUNDRED FIFTY PESOS (Php3,388,250.00)**, chargeable against corporate funds, for the grant of the CY 2015 PBB to qualified Officers and

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Employees; *Provided*, the grant of the CY 2015 PBB is subject to the approval and/or adjustment by the GCG.

3. Authorization of the Chairperson of the Governing Board, the Chief Executive Officer, Heads of Finance and Planning or their equivalent in authority and area of responsibility, Chairperson of the Bids and Awards Committee and other Officers concerned, to certify and attest under oath to the veracity of all information disclosed in the submitted documents required in GCG MC No. 2015-05 and such other documents that may be required by GCG.

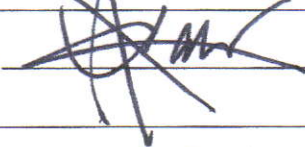
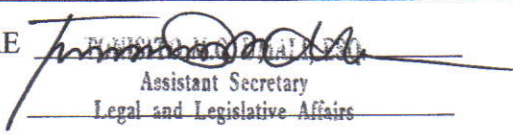
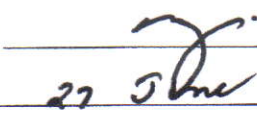
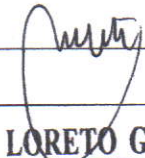
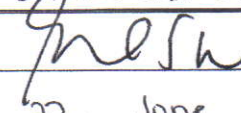
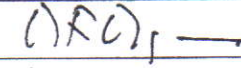
DONE, this 23rd day of June 2016, in Pasig City, Philippines.



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By Referendum

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ACADEMY OF THE PHILIPPINES IN ACCORDANCE WITH EXECUTIVE ORDER NO. 80, S.2012
AND GCG MEMORANDUM CIRCULAR NO.2015-05**

<input checked="" type="checkbox"/> APPROVE <input type="checkbox"/> DISAPPROVE	SIGNATURE <u></u> DATE _____ NAME <u>ANTONIO D. KELSON JR.</u> POSITION <u>President</u> AGENCY <u>DAP</u>
<input checked="" type="checkbox"/> APPROVE <input type="checkbox"/> DISAPPROVE	SIGNATURE <u></u> DATE _____ NAME _____ POSITION _____ AGENCY <u>DEPARTMENT OF EDUCATION</u>
<input checked="" type="checkbox"/> APPROVE <input type="checkbox"/> DISAPPROVE	SIGNATURE <u></u> DATE <u>27 June 2016</u> NAME <u>DEMETRIO B. GARCIA, JR.</u> POSITION <u>Undersecretary</u> AGENCY <u>DOE</u>
<input checked="" type="checkbox"/> APPROVE <input type="checkbox"/> DISAPPROVE	SIGNATURE <u></u> DATE _____ NAME <u>JANETTE LORETO GARIN, MD, MBA-H</u> POSITION <u>Secretary of Health</u> AGENCY <u>DEPARTMENT OF HEALTH</u>
<input checked="" type="checkbox"/> APPROVE <input type="checkbox"/> DISAPPROVE	SIGNATURE <u></u> DATE <u>27 June 2016</u> NAME <u>Wil S. Bellvan</u> POSITION <u>Undersecretary</u> AGENCY <u>DEPARTMENT OF FINANCE</u>
<input checked="" type="checkbox"/> APPROVE <input type="checkbox"/> DISAPPROVE	SIGNATURE <u></u> DATE <u>28 June 2016</u> NAME <u>Emmanuel F. Esguerra</u> POSITION <u>Director-General</u> AGENCY <u>NSDA</u>

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AND GCG MEMORANDUM CIRCULAR NO.2015-05**

<input checked="" type="checkbox"/> APPROVE <input type="checkbox"/> DISAPPROVE	SIGNATURE <u><i>[Handwritten Signature]</i></u> DATE <u>27 June 2016</u> NAME <u>JENNIS M. GUERRERO</u> POSITION <u>Undersecretary /COS</u> AGENCY <u>Department of Agriculture</u>
<input type="checkbox"/> APPROVE <input type="checkbox"/> DISAPPROVE	SIGNATURE _____ DATE _____ NAME _____ POSITION _____ AGENCY _____
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SUBSCRIBED and SWORN to before me this JUN 2 day ~~2016~~ ²⁰¹⁶ ~~June~~ ^{PASIG CITY} 2016, Affiant exhibited to me their government-issued IDs with numbers shown below, bearing their photo and signature.

NAME	ID TYPE & NUMBER	DATE AND PLACE OF ISSUE
ANTONIO D. KALAN, JR.	DAP ID# 019281	DAP
TOMASITO M. C. VIMALI		
DEMETRIO IGNACIO JR.	DEL-DEKRB-DEKSEC-1-1998	DEKR
JANETTE LORETO GARIN		
GIL S. BELTRAN	DOF ID# 08001	DOF
EMMANUEL F. ELEVENA	NEDA ID# 812471	NEDA
PENNIS M. GONZALEZ	DA ID# 014	DA-DC

Doc No: 36;
 Page No: 65;
 Book No: 12;
 Series of 2016

ATTY. RON P. 
 Notary Public/ Until December 31, 2017
 Appointment No. 56 (2016-2017)
 Roll No. 49565
 IBP Life Member No. 010158/ RSM Chgo.
 PTR No. 1385515/ 01-05-16/ Pasig City
 TIN No. 912891709
 MCLE Compliance No. IV-0026334
 4F DAP Bldg., San Miguel Ave.,
 Ortigas Center, Pasig City