



**development academy of the philippines**

ISO 9001:2008 Certified  
CIP/4045/08.06.579

**BOARD RESOLUTION NO. 2015-07**

**ADOPTING THE CY 2014 PERFORMANCE-BASED BONUS SYSTEM FOR DEVELOPMENT ACADEMY OF THE PHILIPPINES IN ACCORDANCE WITH EXECUTIVE ORDER NO. 80, s. 2012 AND GCG MEMORANDUM CIRCULAR NO. 2014-05 (RE-ISSUED).**

**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. 2014-05 (Re-issued) 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 97.5% based on its Performance Scorecard for 2014, and has complied with all Good Governance Conditions, pursuant to GCG MC No. 2014-05;

**WHEREAS**, based on the guidelines in GCG MC No. 2014-05, 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 2014.

**BE IT –**

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

1. Application for authorization from GCG to grant the 2014 PBB, which consists of:
  - (a) Productivity Enhancement Incentive (PEI) amounting to ₱5,000, 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.
2. Allocation of an amount not exceeding **TWO MILLION NINE HUNDRED EIGHTY THREE THOUSAND FIVE HUNDRED PESOS (Php2,983,500.00)**, chargeable against corporate funds, for the grant of the CY 2014 PBB to qualified Officers and Employees; *Provided*, the grant of the CY 2014 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. 2014-05 and such other documents that may be required by GCG.




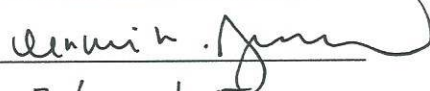
**RESOLVED** further that this Resolution supersedes Board Resolution 2015-02.

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**ADOPTING THE CY 2014 PERFORMANCE-BASED BONUS SYSTEM FOR DEVELOPMENT ACADEMY OF THE PHILIPPINES IN ACCORDANCE WITH EXECUTIVE ORDER NO. 80, s. 2012 AND GCG MEMORANDUM CIRCULAR NO. 2014-05 (RE-ISSUED).**


DONE, this 18<sup>th</sup> day of August 2015, in Pasig City, Philippines.

**BOARD ACTION**

<input checked="" type="checkbox"/> APPROVE <input type="checkbox"/> DISAPPROVE	SIGNATURE <u></u> DATE <u>08-05-2015</u> NAME Hon. Cayetano W. Paderanga, Jr. POSITION Chairman, Board of Trustees AGENCY <b>Office of the President</b>
<input checked="" type="checkbox"/> APPROVE <input type="checkbox"/> DISAPPROVE	SIGNATURE <u></u> DATE <u>5 August 2015</u> NAME Hon. Nieves L. Osorio POSITION Commissioner AGENCY <b>Civil Service Commission</b>
<input checked="" type="checkbox"/> APPROVE <input type="checkbox"/> DISAPPROVE	SIGNATURE <u></u> DATE <u>Aug 5, 2015</u> NAME Hon. Demetrio L. Ignacio, Jr. POSITION Undersecretary AGENCY <b>Department of Environment and Natural Resources</b>
<input checked="" type="checkbox"/> APPROVE <input type="checkbox"/> DISAPPROVE	SIGNATURE <u></u> DATE <u>7/24/15</u> NAME Atty. Dennis M. Guerrero POSITION Chief of Staff AGENCY <b>Department of Agriculture</b>

**BOARD RESOLUTION NO. 2015-07**

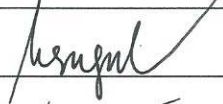
**ADOPTING THE CY 2014 PERFORMANCE-BASED BONUS SYSTEM FOR DEVELOPMENT ACADEMY OF THE PHILIPPINES IN ACCORDANCE WITH EXECUTIVE ORDER NO. 80, s. 2012 AND GCG MEMORANDUM CIRCULAR NO. 2014-05 (RE-ISSUED).**

<input checked="" type="checkbox"/> APPROVE <input type="checkbox"/> DISAPPROVE	SIGNATURE <u></u> DATE <u>29 July 2015</u> NAME Hon. Antonio D. Kalaw, Jr. POSITION President AGENCY <b>Development Academy of the Philippines</b>
<input checked="" type="checkbox"/> APPROVE <input type="checkbox"/> DISAPPROVE	SIGNATURE <u>L. Blasena</u> DATE <u>Aug 3, 2015</u> NAME Hon. Laura B. Pascua/w POSITION Undersecretary AGENCY <b>Department of Budget and Management</b>
<input checked="" type="checkbox"/> APPROVE <input type="checkbox"/> DISAPPROVE	SIGNATURE <u>F. Varela</u> DATE <u>31 July 2015</u> NAME Hon. Francisco M. Varela POSITION Undersecretary AGENCY <b>Department of Education</b>
<input checked="" type="checkbox"/> APPROVE <input type="checkbox"/> DISAPPROVE	SIGNATURE <u>G. Beltran</u> DATE <u>3 August 2015</u> NAME Hon. Gil S. Beltran POSITION Undersecretary AGENCY <b>Department of Finance</b>
<input checked="" type="checkbox"/> APPROVE <input type="checkbox"/> DISAPPROVE	SIGNATURE <u>Nestor R. Mijares IV</u> DATE <u>18 August 2015</u> NAME Hon. Nestor R. Mijares IV POSITION Deputy Director-General AGENCY <b>National Economic and Development Authority</b>



**BOARD RESOLUTION NO. 2015-07**


**ADOPTING THE CY 2014 PERFORMANCE-BASED BONUS SYSTEM FOR DEVELOPMENT ACADEMY OF THE PHILIPPINES IN ACCORDANCE WITH EXECUTIVE ORDER NO. 80, s. 2012 AND GCG MEMORANDUM CIRCULAR NO. 2014-05 (RE-ISSUED).**

<input checked="" type="checkbox"/> APPROVE <input type="checkbox"/> DISAPPROVE	SIGNATURE <u></u> DATE <u>8 Aug 2015</u> NAME Hon. Nemesio T. Gako POSITION Undersecretary AGENCY <b>Department of Health</b>
<input checked="" type="checkbox"/> APPROVE <input type="checkbox"/> DISAPPROVE	SIGNATURE _____ DATE _____ NAME Hon. Rosalina L. Bistoyong POSITION Undersecretary AGENCY <b>Department of Agrarian Reform</b>

SUBSCRIBED AND SWORN to before me this 8<sup>th</sup> day of 19<sup>th</sup> Aug 2015, 2015, Affiant exhibited to me their government-issued IDs with number shown below, bearing their photo and signature.

NAME	ID TYPE & NUMBER	DATE & PLACE OF ISSUE
Cayetano W. Paderanga, Jr.	DAP ID#930171	DAP
Nieves L. Osorio	Passport #OEOO23477	18 Nov. 2014 DFA Manila
Demetrio L. Ignacio	OSEC-DENRB-DEVSEC-1-1998	DENR
Atty. Dennis M. Guerrero		DA
Antonio D. Kalaw, Jr.	DAP ID#019287	DAP
Laura B. Pascua	DBM ID # 0072	Jan. 2015, DBM
Francisco M. Varela	DepEd ID# 0003182	DepEd
Gil S. Beltran	DOF ID# GB001	DOF
Nestor R. Mijares IV	NEDA ID# 374074	NEDA
Nemesio T. Gako	DOH ID# 19762236	DOH
Rosalina L. Bistoyong		DAR

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 Book No.   8   :  
 Series of 2015.

  
**Atty. Ron P. Salo**  
 Notary Public  
 Until December 31, 2015  
 Roll No. 49565  
 IBP Life Member No. 010158 / Rizal Chapter  
 PTR No. 0383434 / 01-08-15 / Pasig City  
 Tin No. 912691709  
 4F DAP Bldg., San Miguel Ave.  
 Ortigas Centre, Pasig City  
 MCLE Compliance No. IV-0020334





### OMNIBUS CERTIFICATION

This is to certify to the following:

1. The Development Academy of the Philippines achieved a weighted-average score of 97.5% on its 2014 Performance Scorecard.
2. Complied with all Good Governance Conditions, to wit:
  - (a) Transparency Seal;
  - (b) PhilGEPS Posting;
  - (c) Cash Advance Liquidation;
  - (d) Citizen's Charter or its equivalent;
  - (e) Submission of statement of compliance with the Government Quality Management System Standards (GQMSS) pursuant to E.O. No. 605, s. 2007;
  - (f) Compliance with the submission and review requirements covering Statement of Assets, Liabilities and Networth (SALN);
  - (g) Paid in full all statutory liabilities, namely:
    - i. All taxes due to the Government;
    - ii. Declaration and payment of all dividends to the State due for CY 2014;
    - iii. Payment of mandatory premiums due for CY 2014 to the Government Service Insurance System (GSIS), Social Security System (SSS), Home Development Mutual Fund (Pag-IBIG), Philippine Health Insurance Corporation (PhilHealth) and the Employees Compensation Commission (ECC);
  - (h) Submission to GCG and COA of concrete and time bound action plans for addressing Notices of Disallowances and Audit Observation Memoranda from the Commission on Audit (COA), if any, and the timely execution of all such plans that were possible as of the time of the issuance of this Certification.
  - (i) Uploading of the following on the official website of DAP for unrestricted public access, to wit:
    - i. *Manual of Corporate Governance* and *No Gift Policy* approved by GCG pursuant to Sections 42 and 29, respectively, of the **CODE OF CORPORATE GOVERNANCE FOR GOCCs (GCG MC No. 2012-07)**.
    - ii. Disclosure requirements enumerated under Section 43 of GCG MC No. 2012-07.
  - (j) Submission of reports using the web forms provided in the "*Integrated Corporate Reporting System*" (ICRS).





3. Pursuant to Section 5(b) of E.O. 80 and GCG MC No. 2014-05, the funding allocated for the 2014 Performance-Based Bonus (PBB) and approved by the Governing Board has been sourced from corporate funds, which have not been sourced from any of the following:

- (a) Loans;
- (b) Subsidy from the NG for the GOCC's operations, except for subsidy income or subsidy given by DBM precisely for the payment of the PBB; and
- (c) Sale of the GOCC's asset(s) for the sole purpose of paying the PBB and is otherwise not in the ordinary course of business.

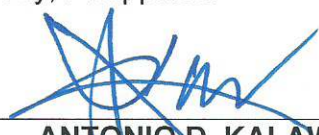
Furthermore, the allocation of the budget for the PBB is in accordance with all other applicable laws, rules and regulations.

4. That **TWO MILLION NINE HUNDRED EIGHTY THREE THOUSAND FIVE HUNDRED PESOS (Php2,983,500.00)**, is available for the grant of the PBB for CY 2014, as approved under Board Resolution No. 2015-07, and confirmed by ANATALIA SD BARAWIDAN.
5. That no Performance-Based Bonus or its equivalent have been granted to the Officers and Employees for their performance in CY 2014, nor are there any plans of granting such without the prior authorization of the Governance Commission.

This certification is being issued to attest the truth and accuracy of all the information contained herein based on our personal knowledge, available records and information that can be easily verified with DAP.

DONE, this AUG 19 2015 day of July 2015 at Pasig City, Philippines.


  
\_\_\_\_\_  
**CAYETANO W. PADERANGA, JR.**  
Chairperson, Board of Trustees

  
\_\_\_\_\_  
**ANTONIO D. KALAW, JR.**  
President & Chief Executive Officer

  
\_\_\_\_\_  
**TRYGVE A. BOLANTE**  
Compliance Officer & Vice-President  
for Corporate Affairs

  
\_\_\_\_\_  
**MONINA AR DE ARMAS**  
Vice-President, Support Services  
Center

  
\_\_\_\_\_  
**DENISE MONINA F. UY**  
Corporate Secretary

  
\_\_\_\_\_  
**ANATALIA SD BARAWIDAN**  
Officer-in-charge, Finance &  
Administrative Office

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**BERNARDO A. DIZON**  
Chairman, Bids and Awards  
Committee & Senior Vice-President  
Support Operations Group




**NORMANDY T. NANGCA**  
Director, Corporate Operations &  
Strategy Management Office

AUG 19 2015

SUBSCRIBED AND SWORN to before me this 15<sup>th</sup> day of June 2015, Affiant exhibited to me their government-issued ID with number shown below, bearing his photo and signature.

NAME	ID TYPE & NUMBER	PLACE OF ISSUE
CAYETANO W. PADERANGA, JR.	DAP ID#930171	DAP
ANTONIO D. KALAW, JR.	DAP ID#019287	DAP
BERNARDO A. DIZON	DAP ID#033605	DAP
DENISE MONINA F. UY	DAP ID#206844	DAP
TRYGVE A. BOLANTE	DAP ID#204810	DAP
MONINA AR DE ARMAS	DAP ID#205002	DAP
NORMANDY T. NANGCA	DAP ID#890021	DAP
ANATALIA SD BARAWIDAN	DAP ID#036849	DAP

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IBP Life Member No. 010158 / Rizal Chapter  
PTR No. 0303434 / 01-08-15 / Pasig City  
Tn No. 01-08-15-1703  
4F DAP Bldg. San Miguel Ave.  
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MCLE Compliance No. IV-0020334



gr.



