



Republic of the Philippines
Benguet State University
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Performance-Based Bonus (PBB) Distribution Matrix FY 2015

BUREAU CATEGORY		INDIVIDUAL CATEGORY/ Proportion of Employees						TOTAL (100%)	
		No. of Personnel	Amount	No. of Personnel	Amount	No. of Personnel	Amount	No. of Personnel	Amount
		BEST Performer (20%)		BETTER Performer (35%)		GOOD Performer (45%)			
BEST Delivery Unit (10%)			35,000.00		20,000.00		10,000.00		
	University President (Head of Agency)	1	35,000.00					1	35,000.00
	MFO 1&2: HES & AHES								
1	College of Home Economics and Technology	17	105,000.00	6	120,000.00	8	68,000.00	17	293,000.00
	MFO 3&4: Research and Extension								-
2	CSAC/HERRC/ISR/D/OVPRE	11	70,000.00	4	80,000.00	5	46,000.00	11	196,000.00
	STO								-
3	Office of Student Affairs	13	105,000.00	4	80,000.00	6	60,000.00	13	245,000.00
	GASS								-
4	Accounting Office	11	70,000.00	4	80,000.00	5	48,000.00	11	198,000.00
		52	350,000.00	18	360,000.00	24	222,000.00	52	932,000.00
		BEST Performer (15%)		BETTER Performer (30%)		GOOD Performer (55%)			
BETTER Delivery Unit (25%)			25,000.00		13,500.00		7,000.00		
	MFO 1&2: HES & AHES								
5	College of Teacher Education	67	250,000.00	20	270,000.00	37	229,600.00	67	749,600.00
6	College of Nursing	17	75,000.00	5	67,500.00	9	58,800.00	17	201,300.00
7	College of Agriculture	61	225,000.00	18	243,000.00	34	226,100.00	61	694,100.00
	MFO 3&4: Research and Extension								
8	OES/Publication Office/BVPC	8	25,000.00	3	40,500.00	4	26,600.00	8	92,100.00

BUREAU CATEGORY		INDIVIDUAL CATEGORY/ Proportion of Employees						TOTAL (100%)		
		No. of Personnel	Amount	No. of Personnel	Amount	No. of Personnel	Amount	No. of Personnel	Amount	
STO										
9	University Registrar's Office	10	2	50,000.00	3	40,500.00	5	31,500.00	10	122,000.00
10	ICT Services/OVPAA/CCA/ILC	12	2	50,000.00	4	54,000.00	6	42,000.00	12	146,000.00
GASS										
11	ASD-CAO/CBOO/HRMO	15	2	50,000.00	5	67,500.00	8	44,800.00	15	162,300.00
12	Finance Support Services: FMO/Budget/Cashiering Office	11	2	50,000.00	3	40,500.00	6	42,000.00	11	132,500.00
13	SPMO/PMO	10	2	50,000.00	3	40,500.00	5	32,900.00	10	123,400.00
		211	33	825,000.00	64	864,000.00	114	734,300.00	211	2,423,300.00
			BEST Performer (10%)		BETTER Performer (25%)		GOOD Performer (65%)			
	GOOD Delivery Unit (65%)			15,000.00		10,000.00		5,000.00		
MFO 1&2: HES & AHES										
14	College of Engineering and Applied Technology	11	1	15,000.00	3	30,000.00	7	32,000.00	11	77,000.00
15	College of Arts and Sciences	93	9	135,000.00	23	230,000.00	61	251,000.00	93	616,000.00
16	College of Forestry	13	1	10,000.00	3	35,000.00	9	41,000.00	13	86,000.00
17	College of Veterinary Medicine	14	1	15,000.00	4	40,000.00	9	37,500.00	14	92,500.00
18	Institute of Public Administration/OU & NSTP	7	1	15,000.00	2	20,000.00	4	20,000.00	7	55,000.00
19	Institute of Human Kinetics	11	1	15,000.00	3	30,000.00	7	34,500.00	11	79,500.00
20	Bokod Campus	30	3	45,000.00	8	80,000.00	19	90,500.00	30	215,500.00
21	Buguias Campus	45	5	75,000.00	11	110,000.00	29	136,500.00	45	321,500.00
MFO 3&4: Research and Extension										
22	NPRCRTC	27	3	45,000.00	7	70,000.00	17	80,000.00	27	195,000.00
23	HORTI	18	2	30,000.00	4	40,000.00	12	58,000.00	18	128,000.00
24	IHFSA	18	2	30,000.00	4	40,000.00	12	60,000.00	18	130,000.00
25	ORS/CRAC/IPRO/COARDC/ATBI-IC	8	1	15,000.00	2	20,000.00	5	23,000.00	8	58,000.00
STO										
26	University Health Services	6	1	15,000.00	1	10,000.00	4	20,000.00	6	45,000.00

BUREAU CATEGORY		INDIVIDUAL CATEGORY/ Proportion of Employees						TOTAL (100%)		
		No. of Personnel	Amount	No. of Personnel	Amount	No. of Personnel	Amount	No. of Personnel	Amount	
27	University Library and Information Services	10	1	15,000.00	3	30,000.00	6	25,000.00	10	70,000.00
28	RF 163 Non-Agri Based Projects	9	1	15,000.00	2	20,000.00	6	30,000.00	9	65,000.00
29	RF 161 Agri-Based Projects	7	1	15,000.00	2	20,000.00	4	20,000.00	7	55,000.00
	GASS									
30	General Services Office	24	2	30,000.00	6	60,000.00	16	79,000.00	24	169,000.00
31	Security Services	8	1	15,000.00	2	20,000.00	5	25,000.00	8	60,000.00
32	Motorpool and Transportation Services	11	1	15,000.00	3	30,000.00	7	35,000.00	11	80,000.00
33	OVPAd&F/RMO/LRO	10	1	15,000.00	3	30,000.00	6	28,500.00	10	73,500.00
34	Bokod Campus-GASS	16	2	30,000.00	4	40,000.00	10	49,000.00	16	119,000.00
35	OP1: OP Staff/OUBS/UPAO/OQAA	15	1	15,000.00	4	40,000.00	10	49,500.00	15	104,500.00
36	OP2: Legal/IAS/PDO/IRO	14	1	15,000.00	4	40,000.00	9	45,000.00	14	100,000.00
37	Buguias Campus-GASS	25	3	45,000.00	6	60,000.00	16	62,500.00	25	167,500.00
		450	46	685,000.00	114	1,145,000.00	290	1,332,500.00	450	3,162,500.00
	TOTAL	714	90	1,895,000.00	196	2,369,000.00	428	2,288,800.00	714	6,552,800.00


JONES K. FELECIANO
 OIC President