

51E MESSAGE FORM				RESERVED FOR COMMUNICATION CENTER			
SECURITY/CLASSIFICATION CONFID				CITE NR 51E6-1204-001-18			
TYPE MSG	BOOK	MULTI	SINGLE	DATE	TIME	MONTH	YEAR
PROCEDURE				04	1300H	Oct	18
ACTION: Priority				PHONE (02)911-6824	PAGER	NR OF PAGES 1	
INFO:							

FM: Commander, 51E, PA

TO: Commanding General, PA
Attn: AC of S for C4S, G6

1. Reference: Radio Message from CG, PA with cite Nr 6/RSB-11-1115-2018
Re: Force Ranking of PAMUs ICOW Implementation of PBB for CY 2018.

2. Per above reference, submitted herewith is the updated C4S Force Ranking Parameters of this unit in the table below

Unit	C4S Personnel Fill-up		C4S Personnel Assignment	
	Actual Total Number of C4S Trained Personnel Assignment	Total Number of Position that Requires C4S Training Based on TOE	Actual Number of C4S Trained Personnel Assigned to Position that Requires C4S Training	Actual Total Number of C4S Trained Personnel Assigned
51EBDE, PA	93	84	86	79

4. For information and reference.

DRAFTER/RELEASER

LTC JEFFREY V FUENTES (SC) PA
(AC of S for C4S, G6)

APPROVED FOR TRANSMISSION:

COL EMMANUEL ANTHONY V RAMOS (CE) GSC PA

Commander, 51EBde, PA

HPA STAFF PARAMETERS

1. OTIG, PA — Annual General Inspection Rating System

KEY AREAS OF INSPECTION	Percentage Allocation
1. Mission Accomplishment (MA)	40%
2. Resource Management (RM)	30%
3. Operational Readiness Evaluation (OR)	10%
4. LMD (Quantitative Result of Survey)	
- Leadership (LM),	-35 %
- Morale & Welfare (MW) and	-35 %
- Discipline, Law & Order (DLO)	-30%
TOTAL	100%

Overall Performance Rating (OPR):

$$= (40\% \times MA) + (30\% \times RM) + (10\% \times OR) + (20\% \times LM \times 35\%) + (MW \times 35\%) + (DLO \times 30\%)$$

2. OG1, PA — Personnel Parameters

Parameters	Points Allocation
<p>a. Monthly Strength Report (MSR)</p> <ul style="list-style-type: none"> - Submitted every 15th day of the following month; for quarterly report, submitted NLT 15th of the first month of the following quarter. - It will be measured by the timeliness of submission. Any unit that will not be able to submit the MSR for the month will automatically be deducted 1.6 points. 	20 Pts
<p>b. Personnel Accounting Information System (PAIS)</p> <ul style="list-style-type: none"> - Submitted every Tuesday of the following week. - It will be measured by the timeliness of submission/ updating - Any unit that will not be able to submit update for the week will automatically be deducted 0.38 point. 	20 Pts
<p>c. Summary Disposition of DLO cases</p> <ul style="list-style-type: none"> - Summary Report on the Disposition of DLO Cases — to be - Submitted every 15th day of the following month. - It will be measured by the timeliness of submission/ updating - Any unit that will not be able to submit report for the month will automatically be deducted 1.6 points 	20 Pts
d. AFP Joint Readiness Reporting System (AFPJRRS)	20 Pts
<p>e. Quality Recruitment Index (QRI) - A higher Quality Recruit Index indicates the ability of the unit to attract the best and the brightest to apply to the organization. The measure is calculated by using this formula:</p> <p>Ind CSQR — 30% (PFT) + (35%) AFPSAT + (35%) Interview — 100%</p> <p>PAMU QRI = $\frac{\text{Sum of all CS QR}}{\text{Total Nr of Recruits}}$</p>	20 Pts
Total	100 Pts

Note: For parameters 1 to 4, 0.5 point will be deducted for every day of delay of submission.

3. G2, PA — Intelligence Parameters

Activity	Points Allocation	Combat Units	CS Units	CSS Units
a. ADMINISTRATIVE (45pts)				
BI/ Security Clearance	10	All	All	All
DIB	10	All	Engr, ASR, AAR, CMOR	TRADOC, ASCOM, FCPA, APMC/ASPA
Monthly Intelligence Accomplishment Report (MIAR)	1s	All	ASR, AAR, CMOR	TRADOC, ASCOM FCPA, APMC/ASPA
Annual Program and Budget (APB) Conducted activities/Programmed Activities *OG2 PA will download policy to all units - to allocate funds for Intel	15	All	All	All/ASPA
b. OPERATIONAL (55 pts)				
Intelligence Project (IPs)	10	All	All	All/ASPA
DIORB Resolution	10	SOCOM & MID	Engr, AIR, ASR, AAR, CMOR	TRADOC, ASCOM, ARESKOM, FCPA, HHSO, APMC/ASPA
CI COPLAN *OG2 PA to issue policy	5	AU	All	All/ASPA
Security, Survey and Inspection (SSI)	10	All	All	All
Random Drug Testing (RDT)	10	All	All	All
Intel Action Plan	10	All	All	All/ASPA
Total Points	100			

Overall Intel Points Allocations per PAMU:

➤ **Combat Units:**

Units	Perfect Score
INF DIVs	100/100
MID	90/90
FSRR, SFRA & LRR	90/90

➤ **Combat Support Units:**

Units	Perfect Score
ENGR	80/80
ASR	70/70
AAR	70/70
AIR	90/90
CMOR	70/70

⇒ **Combat Service Support Units:**

Units	Perfect Score
TRADOC	70/70
ARESCOM	90/90
ASCOM	70/70
HHSG	70/70
FCPA	70/70
APMC	70/70
ASPA	30/30

4. OG3, PA — Operations Parameters

Criteria	Percentage Allocation
<p>1. Compliance to Operational Directives and Policies</p> <p>a. Submission of HADR Contingency/Support Plan and DRO Equipment (PAMUs except AIR (P), FCPA, APMC, APAO & ASPA)</p> <p>b. Timely Submission of Reports related to Combat and Security Operations (Incident, Spot/Progress & AARs) — Cbt & Cbt Spt Units</p> <p>c. Squad & DRO Challenge (Inf Divs, LRR, SFR(A), FSRR, MID, AAR, ASR, CMOG, ARESCOM & Engr Bdes)</p> <p>d. Submission of Quarterly CORR based on Ammended Revised PA IGRR S2017 for SOP Nr (All PAMUs)</p> <p>e. Monthly Submission of Reports on CAA Management Tools (Inf Divs & SFR(A))</p> <p>f. Submission of Accomplishment Reports (All PAMUs)</p> <p>Note:</p> <ul style="list-style-type: none"> ⇒ Compliance to required report means 100% point allocation; ⇒ Non-compliance means zero (0); and ⇒ Delay is not a factor in this criteria 	40%
<p>2. Implementation Rate of Downloaded Support to Operations (SO) Funds</p> <p>a. Submission of After Activity Report (AAR)</p> <p>b. Submission of Fund Utilization Report (FUR) (PAMUs that requested fund support)</p> <p>Note:</p> <ul style="list-style-type: none"> ⇒ Only those PAMUs that requested for fund support will be rated; ⇒ Compliance to required report for the requested report for the requested funds means 100% pt allocation; and ⇒ Non-compliance means zero (0) pt. 	20%
<p>3. Submission of Recurring Reports</p> <p>a. Routine Reports (<i>Accomplishment Report, quarterly combat scoreboard & Quarterly CORR based on Amende Revised PA IGRR S2017 for SOP Nr 20</i>)</p> <p>b. Degree of Compliance (ALL PAMUs)</p> <p>Note:</p> <ul style="list-style-type: none"> ⇒ Scoring is dependent on the degree of compliance of a PAMU with regards to submission of recurring reports; ⇒ A tracer will be sent once a PAMU failed to submit the required report(s) on the due date set.; and ⇒ Every tracer connotes 0.5 deduction <p>To the over-all score</p>	40%
Total	100%



5. OG4, PA – Logistics Parameters

New Parameters	Points Allocation
Maintenance Readiness (Serviceable / On -hand)	60 pts
(Division Level)	
Physical Appearance- 30%	
Safety - 30%	
Habitability and sanitation - 30%	
Plans and other documents- 10%	
100%	20 pts
(Battalions and Brigade Level)	
Physical Appearance- 50%	
Safety - 50%	
100%	
Other Requirement Profile (Timely and Accurate reporting)	20 pts
Total	100 pts

Note:

- The parameters are those which the PAMU can influence using their MOOE
- Allows more deliberate planning and utilization of MOOE based on current readiness.
- Forces units to turn -in BER equipment
- Requires units to abide by reporting schedule every reports are equivalent to 1.25 points .Submission of readiness Report is every 15th day of the 3rd month of every quarter. There will be a one (1) point deduction from the total derived score for every week of delay

6. OG6, PA –CEIS Parameters

Criteria	Points Allocation
a. CEIS Personnel Fill –up	20 Pts
Formula: $\frac{\text{Assigned}}{\text{TOE}} \times 20 = \text{Total Pts Earned}$	
b. CEIS Personnel Assignment	30 Pts
Formula : $\frac{\text{Performing}}{\text{Assigned}} \times 30 = \text{Total Pts Earned}$	
c. CEIS Maintenance Readiness	20 Pts
Fomula : $\frac{\text{CEIS Serviceable Equipment}}{\text{On-Hand}} \times 30 = \text{Total Pts Earned}$	
d. CEIS Related Reports	30 Pts
Formula : $\frac{\text{Submitted}}{\text{Required}} \times 30 = \text{Total Pts Earned}$	
Total	100 Pts

7. OG7, PA- CMO Parameters

Criteria	Points Allocation
a. ADMINISTRATION	
1) CMO Personnel Eligibility	(15pts)
2) Timely Submission/Encoding of reports and compliances	(10 pts)
3) Availability of CMO Plans and Reference	(15 Pts)
4) Maintenance of CMO Mission Essential Equipment	(10Pts)
5) Financial Management	(10 Pts)
6) Compliance to training quota set by higher headquarters for CMO Courses conducted at CMO School	(10)Pts
b. PHYSICAL ACCOMPLISHMENT	
1) Accomplishment of CMO target goals programmed in the unit annual plans and budget	(30 pts)
2) Support for non-traditional operations	(10 Pts)
Total	70 pts
	100 Pts

Detailed CMO Computation on Administration (70 Pts):

<p>1. CMO Personnel Eligibility</p> <p style="text-align: center;">$\frac{\text{Nr of CMO Eligible Personnel}}{\text{Nr of Assigned Personnel in CMO Position (Actual Fill - Up)}} \times 15 = \text{Total Pts Earned}$</p> <p>Note: CMO Personnel Eligibility shall follow the requirements of GHQ SOP Nr 6</p>	15 Pts
<p>2. Timely Submission/Encoding of reports and compliances</p> <p>Activity Report + Compliance Reports = Total Pts Earned</p> <p>⇒ After Activity Report (5 Pts)</p> <p>Point allocation – (Delayed nr of days in the encoding of the activity reports at CMOMIS) = Pts Earned</p> <p>Note: Activities should be encoded in the CMOMIS (2) weeks or 14 days after the completion of the activity. Points are deducted per number of days delayed. Activities should have a CMO plan After Completion Report.</p> <p>⇒ Compliance Reports (5pts)</p> <p style="text-align: center;">$\frac{\text{Nr of Submitted Compliance Reports on time}}{\text{Nr of Compliances}} \times 5 = \text{Total Pts Earned}$</p> <p>Note: Only compliance reports submitted on time will be computed. Set deadlines with less than two (2) weeks to be complied will not be accounted.</p>	15 pts

<p>3. Availability of CMO Plans and Reference</p> <p>Sub- Parameters:</p> <p>(1) CMO Support Plan to supported unit OPLAN (10 Pts) (a) Civil Affairs Annex (b) Public Affairs Annex (c) Information Spport Affairs Annex</p> <p>(2) CMO Area Study on CA and ISA (Except for PAMUs without AOR) (3 Pts)</p> <p>(3) Target Audience and Issues Analysis (Except for PAMUs without AOR) (2 Pts)</p> <p>(4) Availability of CMO Manuals/Handbooks (5 Pts) (a) PA CMO Manual (b) Stakeholder Engagement Handbook (c) CMO Field Guide (d) CMO Template (CMO Assessment Tools) (e) PA Social Media Handbook (f) CMO Best Practices</p> <p><i>Note: Rating for sub-parameters 1, 2, and 3 will be awarded with one (1) point if the required tools is available, an additional one (1) point is given if the required tool is updated.</i></p>	<p>15 Pts</p>
<p>4. Maintenance of CMO Mission Essential Equipment</p> <p>Serviceable MEE On-Hand x Point Allocation = Total PTs Earned</p> <p>a. Mobility (3 Pts) - General Purpose Vehicle (GPV)</p> <p>b. CEIS (4 Pts) - Desktop Computer - Manpack Loud Speaker System (MLX4)</p> <p>c. Other Equipment (3 Pts) -Digital VIDEOCAM - DSLR Camera</p> <p><i>Note: Only the CMOMEE issued by HPA from 2013 to present to present shall be rated. ALL CMOMEE should have Technical Inspection Report per component.</i></p>	<p>10 Pts</p>
<p>5. Financial Management</p> <p>Nr of Fund Utilization Submitted X 10 = Total Pts Earned Nr of Fund Support Received from HPA (Current Year)</p>	<p>10 pts</p>
	<p>10 pts</p>



Compliance to Training quota set by higher headquarters for CMO Courses conducted at CMO School	
$\frac{\text{Nr of Personnel Sent}}{\text{Nr of Qouta}} \times 10 = \text{Total Pts Earned}$	
<i>Note: Maximum point of 10 will be given if the unit sent more that the required qouta</i>	
Total	70 Pts

Detailed Physical Accomplishment (30 Pts)

1. Accomplishment of CMO target goals programmed in the unit annual plans and budget	30 Pts
$\frac{\text{Accomplished}}{\text{Programmed}} \times 30 = \text{Pts Earned}$	
<i>Note : Date encoded in CMOMIS shall be used as reference for the accomplishment of target goals set by PAMUs in their APB.</i>	
Total	100 pts

Overall CMO Points allocation Per PAMU

COMBAT UNITS	
Units	Perfect Score
INF DIVs	100/100
MID	96/96
SFRA/ FSRR/LRR	96/96

COMBAT SERVICE SUPPORT UNITS	
Units	Perfect Score
TRADOC	86/86
ARESCOM	86/86
HHSB	96/96

COMBAT SUPPORT UNITS	
Units	Perfect Score
ENGR BDES	86/86
AAR	96/96
CMOR	100/100

8. OG8, PA – Training Parameters

$$\text{Total Pts (In-Service/In-House Trainings)} + \frac{\text{Total Training Conducted}}{\text{Total Training Programmed}} \times 50 \text{ Pts}$$

Note:

⊖ In – service training => HPA funded

⊖ In-house training => Unit funded (out of MOOE)

⊖ In case a programmed training cannot be conducted, concerned unit shall request for amendment to be approved by HPA (for in service training) and PAMU commander (for In-house training). If approved, it shall not be counted as programmed training; it shall be excluded in the computation PBB.

9. OAFM – Financial Parameters

Criteria	Percentage Allocation														
A. Annual Plan & Budget Parameters															
a. PBDG Complaint –20 points b. Completeness - 15 points	35%														
1) PBDG Compliant – 20 points This measure will focus on the programming of PAMUs on their Annual Plan & Budget, if they are complaint on the general & specific guidelines indicated in PA's Program and Budget Development Guidance. (see attached " Detailde APB Prameters)															
TABLE # 1	35%														
<table border="1" style="width: 100%;"> <thead> <tr> <th>Measure</th> <th>Equivalent Points</th> </tr> </thead> <tbody> <tr> <td rowspan="4">KMA Programs</td> <td>40% up- 15 points</td> </tr> <tr> <td>30% to 39%- 10 points</td> </tr> <tr> <td>20% to 29% - 5 points</td> </tr> <tr> <td>10% below – 0 point</td> </tr> <tr> <td>Unit's PBAC</td> <td>Complaint – 4 points</td> </tr> <tr> <td>GAD & PWD Program</td> <td>Complaint – 1 point</td> </tr> <tr> <td>TOTAL</td> <td>20 points</td> </tr> </tbody> </table>		Measure	Equivalent Points	KMA Programs	40% up- 15 points	30% to 39%- 10 points	20% to 29% - 5 points	10% below – 0 point	Unit's PBAC	Complaint – 4 points	GAD & PWD Program	Complaint – 1 point	TOTAL	20 points	
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TOTAL	20 points														
2) Completeness – 15 points a) ARMIS entries refers to the completeness of data encoded in the MIS based on the required unit budget ceiling. If the ddata are more that or less the required budget ceiling it has equivalent points of 2.5 points. b) Timeless refers to the submission of official reports required by HHQ.	50 pts														
Note: if the report will be submitted on –time or before the deadline it has an equivalent of 5 points. If delayed, ebvery number of days has deductible point 0.5 after the given deadline.															
<table border="1" style="width: 100%;"> <thead> <tr> <th>Reports</th> <th>ARMIS Entries</th> <th>Timeness</th> </tr> </thead> <tbody> <tr> <td>APB</td> <td>5 points</td> <td>5 points</td> </tr> <tr> <td>APP & PPMP</td> <td>5 points</td> <td>5 points</td> </tr> <tr> <td>GPB</td> <td>5 points</td> <td>5 points</td> </tr> <tr> <td>TOTAL</td> <td>15 pts</td> <td>15 pts</td> </tr> </tbody> </table>		Reports	ARMIS Entries	Timeness	APB	5 points	5 points	APP & PPMP	5 points	5 points	GPB	5 points	5 points	TOTAL	15 pts
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APB	5 points	5 points													
APP & PPMP	5 points	5 points													
GPB	5 points	5 points													
TOTAL	15 pts	15 pts													

Completeness – ARMIS Entries + Timeliness

2

Thus, points earned on the following criteria will be summed- up

- 1. PBDG Complaint - 20 points
- 2. Completeness - 15 points
- TOTAL 35 points**

B. Financial Performance Rate

1) Obligation Rate (ObR) – 20%
 Formula: $\frac{\text{Obligation}}{\text{Allotment}} \times 20\%$

2) Disbursement Rate (DR) -20%
 Formula: $\frac{\text{Disbursement}}{\text{Obligation}} \times 20\%$

3) Liquidation Rate (LR) – 10 %
 Formula : $\frac{\text{Liquidation}}{\text{Total Cash Advance}} \times 10\%$

**C. PPBER Compliance Rate
 1st Sem and Year- end Reports**

15%

Formula:
 PPBER CR = Oral Reporting (5 %) +Completeness (5%)
 plus + Timeless (6%)

Where:

Oral Reporting = All PAMUs will be given 5% upon presentation of their respective broken down as follows:
 PAMU Preview Presentation (MFO) = 2%
 PAMU (Chief of Staff) = 3%

Completeness of PPBER Written Report = 5%

Formula :

Completeness= $\frac{\text{Actual Report submitted w/ Enclosures}}{\text{Required Report of Nr of Enclosures}} \times 5\%$

Timeliness: 5%

PAMU's will be given 55 upon submission of PPBER Written Report on deadline . However , 1% will be deducted each day of late submission until 5 days . 1% will be given for those late submission from 5 days onwards while 0 for non –submission.

Note: only duly signed reports will be given points.

Thus, Formula:

MFP = APBP +ObR + DR +LR +PPBER Compliance Rate

Where:

Management and Fiscal Performance= MFP

APBP= APBR

Obligation Rate = ObR

Disbursement Rate=DR

Liquidation Rate=LR

PPBER Compliance Rate = PPBER CR

Total	100%
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10. AGSMO – ATR/Scorecard Parameters

Parameter	Points Allocations
<p>Degree of Army Governance Pathway (AGP) Compliance:</p> <ul style="list-style-type: none"> ➤ Order of priority will be given based on the current level/ status gained in the AGP. The higher the level of a PAMU, the higher is its force Ranking. <p>Assigned a numerical value for each AGP Status attained :</p> <p>Initiated 3 complaint 5 Proficient :7 Institutionalized : 10</p> <p>Note:</p> <ul style="list-style-type: none"> ➤ In the event of multiple PAMUs holding the same AGP Stage, ranking will be based on date of conferral of the previous AGP Status. ➤ For Proficient and above stages , ranking will be based on the rating/ score gained during their Audit & Revalida Presentation ➤ Other parameters such as size/population/strength, spread/location , national / geographical priority does not apply 	<p>10 pts</p>

NOTED

CG PA

DATE: **SEP 26 2018**