



Armed Forces and Police Mutual Benefit Association, Inc.

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1 **Nomination and Remuneration Committee Meeting**
2 **Minutes No. 2023-02-106**
3 **20 February 2023**
4 **Video Conference**

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6
7 **PRESENT**

8 MGEN JOSE MARIA R CUERPO II PA – Chairman
9 MGEN ARTHUR M CORDURA PAF – Vice Chairman
10 MGEN RIZALDO B LIMOSO PA (RET) – President and CEO
11 BGEN PHILIP S LAPINID PA (RET)
12 FCMS ROGELIO O OBILLO PN (M)

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14 **IN ATTENDANCE**

15 BGEN BIENVENIDO Y REGONDOLA JR PA (RET) – Head, Corporate Services Group/CCSO
16 MGEN HENRY M DOYAOEN PA (RET) – Head, Human Resource Division/Head, NRC TWG
17 MR GERALDSAM AGBAY – Head, Strategic Management Office
18 MR KRISH RAINJIT SALAS – Head, Human Resource Admin Department
19 MS RAMONA JOSEFA M PANIS – Head, Board Relations Office/Secretary
20 MS PRESCILLA B GARCIA – Board Relations Coordinator

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22 **I. CALL TO ORDER**

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24 After having ascertained the presence of a quorum, the CHAIRMAN called the meeting to order
25 at 8:57 A.M.

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27 **II. REVIEW AND APPROVAL OF MINUTES OF THE PREVIOUS MEETING**

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29 Upon motion of TRUSTEE LIMOSO, duly seconded by TRUSTEE LAPINID, the Minutes of
30 the Regular Meeting of the NRC on 17 January 2023 was approved.

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32 **III. MATTERS TAKEN UP**

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34 **A. Learning & Growth Perspective Monthly Monitoring – January 2023 Report**

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36 MGen Henry M Doyaoen PA (Ret), Head of the Human Resource Division (HRD), presented
37 the accomplishment of Management under the Learning and Growth Perspective for the month
38 of January 2023 (Annex A), with the following assessment and actions taken:
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40

- 41 Assessment
- 42 • We have 79.68% utilization of Personnel Services Budget yielding a savings of 20.32%
- 43 and a productivity ratio of 16.54:1. Main drivers are deferred utilization of other employee
- 44 benefits which will then be released before the second semester of the year, savings on
- 45 salaries brought by positions not yet filled permanently (Acting Capacities), among others.
- 46 • There is no actual training conducted for January 2023 but we have conducted activities
- 47 to engage our employees such as the President’s Call and the other initiatives we plan for
- 48 Q1 2023.

- 49 Actions Taken
- 50 • Continuous pooling, sourcing and hiring of possible candidates for open vacant positions.
- 51 Coordination with respective heads of offices for the monitoring of performance of those
- 52 in acting capacities for eventual confirmation of their positions redounding to opening for
- 53 fill-up of the vacated positions.
- 54 • Trainings are to be spread-out within the year, given that the focus now is on full
- 55 capacitation of the RSSC that is why there are trainings that has been deferred.

56 After the presentation, and upon motion of TRUSTEE OBILLO duly seconded by

57 TRUSTEE LIMOSO, the Committee noted the report of MGen Doyaoen.

58 **B. Annual Accomplishments of 2022 Strategic Objectives and Key Initiatives**

59 Mr Gerald Sam Agbay, Head of the Strategic Management Office, presented the

60 Association’s Annual Accomplishments of 2022 Strategic Objectives and Key Initiatives under

61 the Learning and Growth Perspective (Annex B), summarized as follows:

P	STRATEGIC OBJECTIVE	STRATEGIC MEASURE	Target	Actual	2022 Strategic Initiatives	Budget (In Millions)	Actual
L	Establish an organization that is readily adaptable to change that will ensure high productivity and service excellence OPR:HRD	19 Income/Personnel Expenses (Productivity ratio)	+2.74	+8	<ul style="list-style-type: none"> Organizational Development (SMO and HRD) Target Operating Model Design (SMO) Reorganization & Rationalization Program (HRD) 	-	-
		20 Organizational Development Completion OPR: CMC	25%	25%		P0.5	P0.28
						P0.4	P0.16
M	Upgrade employees’ skills through competency-based, continuous training and development OPR:HRD	21 Average No. of Employee Training Hours OPR:HRD	20 hours per emp	28 hours per emp	<ul style="list-style-type: none"> Personnel Expense Management (HRD) Employee Development Program (HRD) 	-	-
						P4.0	P1.73
N	Develop and execute a human capital strategy that includes equitable compensation and benefits, pleasant work environment, performance management and work-life harmony. OPR:HRD	22 Employee Satisfaction and Engagement Rating (Qualitative Feedback based on Annual Employee Survey) OPR:HRD	89%	84.5%	<ul style="list-style-type: none"> Talent Management (HRD) Employee Engagement and Welfare Program (HRD) 	P6.8	P6.3

87 After the presentation, TRUSTEE CORDURA inquired on the excess of 8 training hours
88 over the 20 training hours target per employee at an actual budget that is significantly lower than
89 what was targeted, if this is a good corporate practice. MGen Doyaoen replied that HRD
90 conducted internal training programs using HRD personnel as trainers, which resulted in the
91 lower cost to the Association but at more training hours. He said that the lecturer for their latest
92 leaders' training, Speed of Trust, was Mr Krish Salas, Head of the Human Resource Admin
93 Division, and the program was very successful and will soon be cascaded to the other employees
94 of AFPMBAI.

95
96 MGen Doyaoen also explained to the Committee that the problem with using outsourced
97 lecturers like Dr Marshal, who worked on the Employee Satisfaction Survey (ESS), is that they
98 will not release information that the Association may need to use to improve its internal
99 processes. He cited the example of one employee who resigned due to stress, stating that in the
100 June 2021 ESS, the employee only reported three stressors, while in the September 2022 ESS,
101 another factor was added resulting in the employee's burnout. MGen Doyaoen stated that, had
102 Dr Marshal shared the information since 2021, they could have addressed the concern of the
103 employee. He reported that they are continuing to discuss with Dr Marshal the release of
104 information that could further help them address the employees' concerns, so that there would
105 not be a repeat of this incident.

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107 TRUSTEE LIMOSO added that AFPMBAI has hired two qualified and accredited trainers
108 under HRD, and they are better than other outsourced trainers because they know the
109 organization from inside. Thus, the Association is able to reduce its training costs and while
110 covering more employees, and while maintaining and even improving the quality of training.

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112 Thereafter, upon motion of TRUSTEE OBILLO duly seconded by TRUSTEE LIMOSO, the
113 Committee noted the report of Mr Agbay.

114 115 **C. Designation of OIC, AFPMBAI**

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117 MGen Doyaoen informed the Committee that the Chairman, AFPMBAI has approved the
118 vacation leave application of the President, AFPMBAI, MGen Rizaldo B Limoso PA (Ret) from
119 March 27 to April 4, 2023 or for six (6) working days. Consequently, considering the criticality
120 of the President's position, he stated that the Chairman likewise approved the recommendation
121 for designation of an OIC, AFPMBAI during the said period (Annex C).

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123 He stated that MGen Nathaniel Y Casem PN (M) (Ret), Head, SOG and COO, was
124 recommended as the OIC, AFPMBAI and shall temporarily assume the powers, authorities,
125 rights and privileges of the President, under Board Resolution No 49 Series of 2022, to include
126 the following:

- 127
128 a. As authorized signatory
129 b. Chairmanship and membership designations

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131 In view of the above, MGen Doyaoen recommended, for endorsement of the Committee to
132 the Board of Trustees, the confirmation of the designation of MGen Nathaniel Y Casem PN (M)
133 (Ret) as OIC, AFPMBAI from March 27 to April 4, 2023 and the temporary assumption of

134 powers, authorities, rights and privileges of the President, under Board Resolution No. 49 Series
135 of 2022, to include authorized signatory and membership designations.
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137 Upon motion of TRUSTEE OBILLO, duly seconded by TRUSTEE CORDURA, the
138 Committee agreed to endorse the recommendation to the Board of Trustees for confirmation.
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140 **D. Nomination Committee for 2023 Annual General Membership Meeting**
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142 Ms Ramona Panis, Head of the Board Relations Office, gave the Committee advance notice
143 that the Governance Committee will be recommending to the Board for approval on the 23
144 February Board Meeting the creation of the Nomination Committee for the 2023 AGM, to be
145 composed of the Chairman and Members of the NRC. She then presented a summary of the
146 significant dates and activities, the Order of Business, and the draft Rules for Nomination and
147 Election for the 2023 AGM.
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149 Upon motion of TRUSTEE LIMOSO, duly seconded by TRUSTEE OBILLO, the
150 Committee noted the report of Ms Panis.
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152 **IV. OTHER MATTERS**
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154 TRUSTEE LIMOSO congratulated the CHAIRMAN for being designated as the Commander of
155 the 4th Infantry Division effective March 23, and the CHAIRMAN expressed his gratitude.
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157 **V. ADJOURNMENT**
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159 There being no other matter to discuss, the meeting was adjourned at 9:42 A.M. upon motion of
160 TRUSTEE LIMOSO, duly seconded by TRUSTEE CORDURA.
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Prepared by:


Ramona Josefa M Panis
Head, Board Relations Office

167 **APPROVED:**
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MGEN JOSE MARIA R CUERPO II PA
CHAIRMAN



MGEN ARTHUR M CORDURA PAF
VICE CHAIRMAN


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MGEN RIZALDO B LIMOSO PA (RET)
PRESIDENT AND CEO



BGEN PHILIP S LAPINID PA (RET)
MEMBER



FCMS ROGELIO O OBILLO PN (M)
MEMBER

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