

REPUBLIC OF THE PHILIPPINES
NATIONAL IRRIGATION ADMINISTRATION
PANGASINAN IRRIGATION MANAGEMENT OFFICE

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR) AS OF JANUARY TO JUNE 2021

Permanent/Co-Term, Casual & Job Order
List of Employees submitted:

Engineering Section

- | | |
|----------------------------|-----------------------|
| 1. Guiang, Jhanmark B. | 4. Lloren, Marchal G. |
| 2. Imbisan, Mar Anthony O. | 5. Mata, Ronaldo A. |
| 3. Lena, Giselle O. | 6. Paculan, Sarex Q. |

Planning Unit

- | | |
|----------------------------------|-------------------------------|
| 1. Abigania, Jhodhel R. | 15. Leño, Jesselle U. |
| 2. Baraquio, Macario Jr. B. | 16. Leonen, Virginia May M. |
| 3. Boado, Rolando C. | 17. Marquez, Adrian L. |
| 4. Conde, Miker Sven B. | 18. Marzo, Eduard C. |
| 5. Dacapias, Marianito Jr. M. | 19. Morante, Lamor Diovill L. |
| 6. De Guzman, Richard D. | 20. Orbillo, Kevin M. |
| 7. De Guzman, Rommel Kristian C. | 21. Paran, Maria Teresa M. |
| 8. Del Mundo, Jeric Boy A. | 22. Parocha, Eileen N. |
| 9. Delos Santos, Emerson A. | 23. Pis-ing, Irwin C. |
| 10. Espelita, Pepito Jr. A. | 24. Sison, Alfredo R. |
| 11. Etrata, Renz Wilson L. | 25. Songcuan, Alex Carlo O. |
| 12. Fernandez, Melanie R. | 26. Ufano, Cherry S. |
| 13. Gotgotao, Marciano J. | 27. Velasco, Lorenz N. |
| 14. Guarin, Melcon D. | 28. Viduya, Ace Mark S. |

Design Unit

- | | |
|-------------------------------|------------------------------|
| 1. Abes, Danilo L. | 7. Fernandez, Rhonie S. |
| 2. Arabiana, Raymond F. | 8. Fontanilla, Arvin D. |
| 3. De Guzman, Jethro Thony R. | 9. Godoy, Gino U. |
| 4. Domantay, Jerry G. | 10. Nanales, Mark Dominic C. |
| 5. Esquibal, Mark Kevin A. | 11. Raposas, Bernard G. |
| 6. Fabia, Albino D. | 12. Velasco, Selwyn E. |

Construction Unit

- | | |
|------------------------------|----------------------------|
| 1. Andrada, John Domenick P. | 10. Kusumi, Billy Jr. R. |
| 2. Bajet, Elvira B. | 11. Lagundi, Dave M. |
| 3. Baraquio, Simeon A. | 12. Papa, Lord Vismont R. |
| 4. Calaunan, Maricel I. | 13. Prago, Philip P. |
| 5. Conceja, Joice A. | 14. Presto, Warlito M. |
| 6. De Guzman, Anastacio S. | 15. Sison, Arnulfo R. |
| 7. De Jesus, Arlen R. | 16. Sison, Shaira Mae M. |
| 8. Delos Santos, Kenneth B. | 17. Villanueva, Manilyn M. |
| 9. Garcia, Emilio Jr. C. | |

National Irrigation Administration Strategic Performance Management System (SPMS) Individual Performance Commitment and Review (IPCR)

I, **JOHN DOMENICK P. ANDRADA**, Engineer A of Pangasinan IMO, commit to deliver and agrees to be rated on the attainment of the following targets in accordance with the indicated measures for the period **January to June, 2021**

JOHN DOMENICK P. ANDRADA
Ratee
Date: **JAN 04 2021**

Reviewed by:	ENGR. GAUDENCIO M. DE VERA Division Manager A	Date:	JAN 04 2021
Approved by:	ENGR. ANGELITO S. MIGUEL Regional Manager A	Date:	JAN 04 2021

(1)		(2)		(3)		(4)		(5)	
CORE FUNCTIONS (70%)		1. Monitor on-going construction and rehabilitation project assigned and bring to 80% completion by the end of June 2021 (3 projects).							
		2. Monitor contract works for adherence to plans, specifications and submit accomplishment reports (3 projects).							
		3. Prepare requisitions of materials (testing) and equipments needed in the project construction (6 monthly reports).							
		4. Assist in the preparation of complete designs of irrigation projects, program of work, cost estimates and bill of materials for CY 2021 proposed projects (3 projects).							
		1. Prepare periodic reports of communal/national systems on repair and improvement works.							
SUPPORT FUNCTIONS (30%)		2. Assist in field survey works of at least 5 irrigation projects.							
		3. Attend and participate in at least 10 no. of coordination meetings.							

FINAL AVERAGE RATING									
Comments and Recommendations for Development Purposes									
Discussed with:									
JOHN DOMENICK P. ANDRADA Engineer A		Date:	Assessed by:		Division Manager A, Pangasinan IMO		Final Rating by:		ENGR. ANGELITO S. MIGUEL Regional Manager A
		Date:							Date:

Legend:
Q1 - Quality
E2 - Effectency
T3 - Timeliness
A4 - Average

Rating Scale:
Numerical
5.00
4.00-4.99
3.00-3.99
2.00-2.99
1.00-1.99
Adjectival
- Outstanding (o) - target exceeded by 30%
- Very Satisfactory (VS) - target exceeded by 15% to 29%
- Satisfactory (S) - met 100% to 114% target
- Unsatisfactory (US) - only met 51% to 99% target
- Poor (P) - failed to deliver most target by 50% and below

I, ELVIRA B. BAJET, ENGINEERING ASSISTANT A of Pangasinan IMO, commit to deliver and agrees to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June, 2021.

Elvir B. Bajet
ELVIRA B. BAJET
Ratee

JAN 04 2021
Date

Reviewed by:	ENGR. GAUDENCIO M. DE VERA Division Manager A	Date:	JAN 04 2021	Approved by:	ENGR. ANGELITO S. MIGUEL Regional Manager A	Date:	JAN 04 2021
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CORE FUNCTIONS (70%)		(1)	(2)	(3)	(4)	(5)
1. Review & Check Volume Computation on Various projects by the end of June, 2021						
	2. Review & Check Change Order Computation on various projects by the end of June, 2021					
	3. Arrange layout construction pictures on various projects by the end of June, 2021					
SUPPORT FUNCTIONS (30%)		1. Filling construction pictures on various projects.				

FINAL AVERAGE RATING		Comments and Recommendations for Development Purposes	
Discussed with:	ENGR. GAUDENCIO M. DE VERA Division Manager A, Pangasinan IMO	Date:	
Assessed by:	ENGR. ANGELITO S. MIGUEL Regional Manager A	Final Rating by:	
Date:		Date:	

Legend:
Q1- Quality
E2- Efficiency
T3- Timeliness
A4- Average

Rating Scale:
Numerical
5.00
4.00-4.99
3.00-3.99
2.00-2.99
1.00-1.99
Adjectival
- Outstanding (o) - target exceeded by 30%
- Very Satisfactory (VS) - target exceeded by 15% to 29%
- Satisfactory (S) - met 100% to 114% target
- Unsatisfactory (US) - only met 51% to 99% target
- Poor (P) - failed to deliver most target by 50% and below

National Migration Administration

Strategic Performance Management System (SPMS)
Individual Performance Commitment and Review (IPCR)

I, **SIMEON A. BARAQUIO**, Engineering Assistant A of Pangasinan IMO, commit to deliver and agrees to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June, 2021

SIMEON A. BARAQUIO
Ratee
JAN 0 4 2021
Date

Reviewed by:	ENGR. GAUDENCIO M. DE VERA <i>[Signature]</i>	Division Manager A
Date:	JAN 0 4 2021	
Approved by:	ENGR. ANGELITO S. MIGUEL <i>[Signature]</i>	Regional Manager A
Date:	JAN 0 4 2021	

CORE FUNCTIONS (70%)		(1)	(2)	(3)	(4)	(5)
1. Monitor on-going construction and rehabilitation of carry over and current project assigned and bring to completion of 100% by the end of June 2021 (2 projects).	2. Monitor contract works for adherence to plans, specifications and submit accomplishment reports (2 projects).					
	3. Prepare requisitions of materials (testing) and equipments needed in the project construction (2 monthly reports).					
	4. Assist in the conduct of measurements and survey works of atleast 6 proposed projects.					
SUPPORT FUNCTIONS (30%)		1. Attend and participate in atleast 6 pre-con meetings/coordinations meetings.				
FINAL AVERAGE RATING						
Comments and Recommendations for Development Purposes						

Discussed with:	SIMEON A. BARAQUIO Engineering Assistant A	Date:		Assessed by:	ENGR. GAUDENCIO M. DE VERA Divisio Manager A, Pangasinan IMO	Date:		Final Rating by:	ENGR. ANGELITO S. MIGUEL Regional Manager A	Date:	
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Legend:

- Q1- Quality
- E2- Efficiency
- T3- Timeliness
- A4- Average
- 5.00
- 4.00-4.99
- 3.00-3.99
- 2.00-2.99
- 1.00-1.99
- Adjectival
- Outstanding (o) - target exceeded by 30%
- Very Satisfactory (VS) - target exceeded by 15% to 29%
- Satisfactory (S) - met 100% to 114% target
- Unsatisfactory (US) - only met 51% to 99% target
- Poor (P) - failed to deliver most target by 50% and below

I, **MARICEL I. CALAUNAN**, **ENGINEER A** of Pangasinan IMO, commit to deliver and agrees to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June, 2021.

MARICEL I. CALAUNAN
Ratee
JAN 0 4 2021 /
Date

Reviewed by:		ENGR. GAUDENCIO M. DE VERA Division Manager A JAN 0 4 2021		Approved by:		ENGR. ANGELITO S. MIGUEL Regional Manager A JAN 0 4 2021	
(1)		(2)		(3)		(4)	
1. Prepare 2 Program of Work for SRIP Projects by the end of June 2021.		1. Prepare 2 Program of Work for SRIP Projects by the end of June 2021.		1. Prepare 2 Program of Work for SRIP Projects by the end of June 2021.		1. Prepare 2 Program of Work for SRIP Projects by the end of June 2021.	
2. Evaluate contracts of on-going 2 SRIP projects (prepare suspension/resumption orders & request for Time Extension) by the end of June 2021.		2. Evaluate contracts of on-going 2 SRIP projects (prepare suspension/resumption orders & request for Time Extension) by the end of June 2021.		2. Evaluate contracts of on-going 2 SRIP projects (prepare suspension/resumption orders & request for Time Extension) by the end of June 2021.		2. Evaluate contracts of on-going 2 SRIP projects (prepare suspension/resumption orders & request for Time Extension) by the end of June 2021.	
3. Prepare monthly progress reports (6 reports) by the end of June 2021.		3. Prepare monthly progress reports (6 reports) by the end of June 2021.		3. Prepare monthly progress reports (6 reports) by the end of June 2021.		3. Prepare monthly progress reports (6 reports) by the end of June 2021.	
SUPPORT FUNCTIONS (30%)		1. Prepare disbursement vouchers for the 2 projects.					
		2. Maintain all documents (POW, Monthly reports, Contracts, Communication letters) for the 2 SRIP projects.					
		3. Participate and attend at least 6 Coordination Meetings on SRIP projects.					
FINAL AVERAGE RATING							
Comments and Recommendations for Development Purposes							
Discussed with:							
MARICEL I. CALAUNAN Engineer A		ENGR. GAUDENCIO M. DE VERA Division Manager A, Pangasinan IMO		Date:		Final Rating by: ENGR. ANGELITO S. MIGUEL Regional Manager A Date:	

Legend:

Q1- Quality
E2- Efficiency
T3- Timeliness
A4- Average

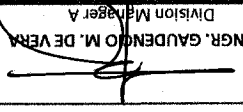
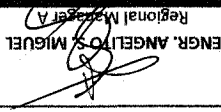
Rating Scale:
Numerical
5.00
4.00-4.99
3.00-3.99
2.00-2.99
1.00-1.99

Adjectival
- Outstanding (o) - target exceeded by 30%
- Very Satisfactory (VS) - target exceeded by 15% to 29%
- Satisfactory (S) - met 100% to 114% target
- Unsatisfactory (US) - only met 51% to 99% target
- Poor (P) - failed to deliver most target by 50% and below

National Migration Administration
Strategic Performance Management System (SPMS)
Individual Performance Commitment and Review (IPCR)

I, JHOICE A. CONCEJA, Sr. Draftsman of Pangasinan IMO, commit to deliver and agrees to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June, 2021.

JHOICE A. CONCEJA Ratee
Date JAN 04 2021

Reviewed by:	ENGR. GAUDENCIO M. DE VERA  Division Manager A	Date:	JAN 04 2021	Approved by:	ENGR. ANGELITO S. MIGUEL  Regional Manager A	Date:	JAN 04 2021
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(1)		(2)		(3)		(4)		(5)	
CORE FUNCTIONS (70%)		1. Prepare complete support plan of diversion works & canal structure, 10 Prop. Road Concreting, 4 POW & contract by end of June, 2021.							
		2. To finalize ink all complete surveyed 10 project before end of June, 2021							
		3. Prepare Blueprint plan of all incoming project before end of June 2021.							
SUPPORT FUNCTIONS (30%)		1. Supervise repair stock room and kitchen.							
		2. Canvass Material to used in stockroom & PIMO Kitchen & other materials for project.							

FINAL AVERAGE RATING									
Comments and Recommendations for Development Purposes									
Discussed with:		Assessed by:		Date:		Final Rating by:		Date:	
JHOICE A. CONCEJA Engineering Assistant A		ENGR. GAUDENCIO M. DE VERA Division Manager A, Pangasinan IMO				ENGR. ANGELITO S. MIGUEL Regional Manager A			

- Legend:
- Q1- Quality Numerical
 - E2- Efficiency
 - T3- Timeliness
 - A4- Average
- Rating Scale:
- 1.00-1.99 - Outstanding (o) - target exceeded by 30%
 - 2.00-2.99 - Very Satisfactory (VS) - target exceeded by 15% to 29%
 - 3.00-3.99 - Satisfactory (S) - met 100% to 114% target
 - 4.00-4.99 - Unsatisfactory (US) - only met 51% to 99% target
 - 5.00 - Poor (P) - failed to deliver most target by 50% and below

National Irrigation Administration

Strategic Performance Management System (SPMS)
Individual Performance Commitment and Review (IPCR)

I, **ANASTACIO S. DE GUZMAN**, **SUPERVISING ENGINEER A** of Pangasinan IMO, commit to deliver and agrees to be rated on the attainment of the following targets in accordance with the indicated measures for the period **January to June, 2021**.

ANASTACIO S. DE GUZMAN

JAN 0 4 2021

Reviewed by:	ENGR. GAUDENCIO M. DE VERA Division Manager A	Date:	JAN 0 4 2021	Approved by:	ENGR. ANGELITO S. MIGUEL Regional Manager A	Date:	JAN 0 4 2021
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(1)	(2)		(3)	(4)	(5)
CORE FUNCTIONS (70%)	(AREA ENGINEER OF 3RD & 4TH District of Pangasinan)				
	1. Review & Monitor progress of project evaluation with respect to target schedule, cost estimate and causes adequacy & causes adequacy of work force to bring completion 80% of carry-over & current projects by the end of June, 2021				
	2. Conduct periodic field inspection to assess progress of project implementation & verify accuracy of field reports & submit monthly comprehensive reports (6 reports).				
	3. Conduct technical inspection of steel fabrication works, construction materials & other mechanical engineering works implemented by NIA including site installment & submit reports/findings.				
SUPPORT FUNCTIONS (30%)					
	1. Assist in preparation of Project Completion Report (PCR) for completed projects (20 PCRs)				
	2. Conduct pre-construction conference on all CV 2021 projects.				
	3. Attend and participate in atleast 10 coordination meetings for projects under 3rd & 4th District.				

Discussed with:	ANASTACIO S. DE GUZMAN Supervising Engineer A	Date:		Assessed by:	ENGR. GAUDENCIO M. DE VERA Division Manager A, Pangasinan IMO	Date:		Final Rating by:	ENGR. ANGELITO S. MIGUEL Regional Manager A	Date:	
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Legend:
Q1- Quality
E2- Efficiency
T3- Timeliness
A4- Average

Rating Scale:
Numerical
5.00
4.00-4.99
3.00-3.99
2.00-2.99
1.00-1.99
Adjectival
- Outstanding (o) - target exceeded by 30%
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- Satisfactory (S) - met 100% to 114% target
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- Poor (P) - failed to deliver most target by 50% and below

National Irrigation Administration
Strategic Performance Management System (SPMS)
Individual Performance Commitment and Review (IPCR)

I, **ANASTACIO S. DE GUZMAN**, Supervising Engineer A of Pangasinan IMO, commit to deliver and agrees to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June, 2021.

ANASTACIO S. DE GUZMAN
Supervising Engineer A
Date: _____

/ **JAN 04 2021**
Date

Reviewed by: _____ ENGR. GAUDENCIO M. DE VERA Division Manager A Date: JAN 04 2021	Approved by: _____ ENGR. ANGELITO S. MIGUEL Regional Manager A Date: JAN 04 2021
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(1)	STRATEGIC PRIORITY / THEMES	(2)	(3)	(4)	(5)
	Improve Planning, Design and Implementation of Irrigation Projects to be Climate Change Adaptive.				
	(AREA ENGINEER OF 3rd & 4th District of Pangasinan)				
	1. Review and monitor progress of project evaluation with respect to target schedule, cost estimate and causes adequacy of work force to bring completion <u>80%</u> of carry-over and current projects by the end of June, 2021.				
	2. Conduct periodic field inspection to assess progress of project implementation and verify accuracy of field reports and submit monthly comprehensive reports (6 reports).				
	3. Conduct technical inspection of steel fabrication works, construction materials and other mechanical engineering works implemented by NIA including site installment and submit reports/findings.				
	4. Identify new irrigation projects and gather technical data for feasibility study (3 projects).				
	CORE FUNCTIONS (70%)				
	1. Assist in preparation of Project Completion Report (PCR) for completed projects (20 PCRs).				
	2. Conduct pre-construction conference on all CY 2021 projects.				
	3. Attend and participate in atleast <u>10</u> coordination meetings for projects under 3rd and 4th District.				
	SUPPORT FUNCTIONS (30%)				
FINAL AVERAGE RATING					
Comments and Recommendations for Development Purposes					

Discussed with: _____	Assessed by: _____	Date: _____	Date: _____
Supervising Engineer A ANASTACIO S. DE GUZMAN		Division Manager A, Pangasinan IMO ENGR. GAUDENCIO M. DE VERA	
Regional Manager A ENGR. ANGELITO S. MIGUEL		Final Rating by: _____	
Date: _____		Date: _____	

Legend: Rating Scale:

- | | |
|--|---|
| Q1 - Quality
E2 - Efficiency
T3 - Timeliness
A4 - Average | Numerical
5.00
4.00-4.99
3.00-3.99
2.00-2.99
1.00-1.99 |
|--|---|
- Adjectival
- Outstanding (o) - target exceeded by 30%
 - Very Satisfactory (VS) - target exceeded by 15% to 29%
 - Satisfactory (S) - met 100% to 114% target
 - Unsatisfactory (US) - only met 51% to 99% target
 - Poor (P) - failed to deliver most target by 50% and below

National Irrigation Administration

Strategic Performance Management System (SPMS)
Individual Performance Commitment and Review (IPCR)

I, **ARLEN R. DE JESUS**, Right-of-Way Officer (SRIP) of Pangasinan IMO, commit to deliver and agrees to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June, 2021.

ARLEN R. DE JESUS Ratee
/ **JAN 04 2021** Date

Reviewed by:	 ENGR. GAUDENCIO M. DE VERA Division Manager A	Date:	JAN 04 2021
Approved by:	 ENGR. ANGELITO S. MIGUEL Regional Manager A	Date:	JAN 04 2021

(1)		(2)		(3)		(4)		(5)	
CORE FUNCTIONS (70%)		1. Facilitate Right of Way, LARP, and organizations of IAs for the 2 SRIP (Dumoloc SRIP and Bayaocas SRIP) by the end of June, 2021.							
		2. Secure required permits for SRIP projects (NCIP, Water Permit, DENR).							
		3. Secure all environmental requirements and check for compliance (6 monthly reports).							
		4. Prepare necessary documents of environmental aspects for the 2 SRIP projects.							
SUPPORT FUNCTIONS (30%)		1. Maintain files of all ROW acquisition.							
		2. Conduct geo-tagging of trees & properties pertaining to ROW acquisition.							
		3. Attend at least 6 no. of coordination meetings.							

FINAL AVERAGE RATING									
Comments and Recommendations for Development Purposes									
Discussed with:									
ARLEN R. DE JESUS		ENGR. GAUDENCIO M. DE VERA		ENGR. ANGELITO S. MIGUEL					
Right-of-Way Officer (SRIP)		Division Manager A, Pangasinan IMO		Regional Manager A					

Legend:
Q1- Quality
E2- Efficiency
T3- Timeliness
A4- Average

Rating Scale:
Numerical
5.00
4.00-4.99
3.00-3.99
2.00-2.99
1.00-1.99

Adjectival
- Outstanding (o) - target exceeded by 30%
- Very Satisfactory (VS) - target exceeded by 15% to 29%
- Satisfactory (S) - met 100% to 114% target
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- Poor (P) - failed to deliver most target by 50% and below

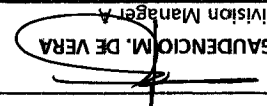
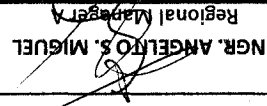
National Irrigation Administration

Strategic Performance Management System (SPMS)
Individual Performance Commitment and Review (IPCR)

I, KENNETH B. DELOS SANTOS, Engineer A, of Pangasinan IMO, commit to deliver and agrees to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June, 2021

KENNETH B. DELOS SANTOS
Ratee

JAN 04 2021
Date

Reviewed by:	 ENGR. GAUDENCIO M. DE VERA Division Manager A	Date:	JAN 04 2021	Approved by:	 ENGR. ANGELITO S. MIGUEL Regional Manager A	Date:	JAN 04 2021
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(1)		(2)		(3)		(4)		(5)	
CORE FUNCTIONS (70%)		1. Monitor on-going construction and rehabilitation project assigned and bring to 80% completion by the end of June 2020 (3 projects).							
		2. Monitor contract works for adherence to plans, specifications and submit accomplishment reports (3 projects).							
		3. Prepare requisitions of materials (testing) and equipments needed in the project construction (6 monthly reports).							
		4. Assist in the preparation of complete designs of irrigation projects, program of work, cost estimates and bill of materials for CY 2021 proposed projects (3 projects).							
		1. Prepare periodic reports of communal/national systems on repair and improvement works.							
SUPPORT FUNCTIONS (30%)		2. Assist in field survey works of atleast 5 irrigation projects.							
		3. Attend and participate in atleast 10 no. of coordination meetings.							

FINAL AVERAGE RATING									
Comments and Recommendations for Development Purposes									
Discussed with:		Assessed by:		Date:		Final Rating by:		Date:	
KENNETH B. DELOS SANTOS Engineer A		ENGR. GAUDENCIO M. DE VERA Divisio Manager A, Pangasinan IMO				ENGR. ANGELITO S. MIGUEL Regional Manager A			

Legend:

- Q1 - Quality
E2 - Efficiency
T3 - Timeliness
A4 - Average
- Numerical
Rating Scale:
- 5.00
 - 4.00-4.99
 - 3.00-3.99
 - 2.00-2.99
 - 1.00-1.99
- Adjectival
- Outstanding (o) - target exceeded by 30%
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 - Satisfactory (S) - met 100% to 114% target
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 - Poor (P) - failed to deliver most target by 50% and below

National Irrigation Administration

Strategic Performance Management System (SPMS)
Individual Performance Commitment and Review (IPCR)

I, EMILIO C. GARCIA JR., ENGINEERING ASSISTANT A of Pangasinan IMO, commit to deliver and agrees to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June, 2021.

EMILIO C. GARCIA JR.
Ratee

JAN 04 2021
Date

Reviewed by:	 ENGR. GAUDENCIO M. DE VERA Division Manager A		Date:	 JAN 04 2021		Approved by:	 ENGR. ANGELITO S. MIGUEL Regional Manager A		Date:	JAN 04 2021	
CORE FUNCTIONS (70%)											
(1)		1. Assist the Finance Unit in the preparation of claim/vouchers of contractors on at least 80 carry-over & current projects by the end of December, 2020.									
		2. Check necessary documents as attachment to the claims/vouchers of at least 80 projects.									
		3. Maintain files of all paid contracts for engineering unit (80 projects).									
(30%)		1. Assist the Cost Engineer in preparation of Monthly Financial Status of all on-going projects.									
		2. Attend at least 6 no. of coordination meetings.									
FINAL AVERAGE RATING											
Comments and Recommendations for Development Purposes											
Discussed with:											
Date:		Assessed by:		ENGR. GAUDENCIO M. DE VERA Division Manager A, Pangasinan IMO		Date:		Final Rating by:		ENGR. ANGELITO S. MIGUEL Regional Manager A	

Legend:

Q1- Quality
 E2- Efficiency
 T3- Timeliness
 A4- Average

Rating Scale:

5.00
 4.00-4.99
 3.00-3.99
 2.00-2.99
 1.00-1.99

Adjectival

- Outstanding (o) - target exceeded by 30%
 - Very Satisfactory (VS) - target exceeded by 15% to 29%
 - Satisfactory (S) - met 100% to 114% target
 - Unsatisfactory (US) - only met 51% to 99% target
 - Poor (P) - failed to deliver most target by 50% and below

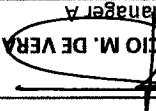
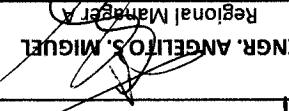
National Irrigation Administration

Strategic Performance Management System (SPMS)
Individual Performance Commitment and Review (IPCR)

I, **BILLY R. KUSUMI**, Engineering Aide A of Pangasinan IMO, commit to deliver and agrees to be rated on the attainment of the following targets in accordance with the indicated measures for the period **January to June, 2021**

BILLY R. KUSUMI
Rate

Date
JAN 04 2021

Reviewed by:	 ENGR. GAUDENCIO M. DE VERA Division Manager A	Date:	JAN 04 2021	Approved by:	 ENGR. ANGELITO S. MIGUEL Regional Manager A	Date:	JAN 04 2021
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CORE FUNCTIONS (70%)		(1)	(2)	(3)	(4)	(5)
1. Monitor on-going construction and rehabilitation of carry over and current project assigned and bring to completion of <u>100%</u> by the end of June, 2021 (5 projects). 2. Monitor contract works for adherence to plans, specifications and submit accomplishment reports (5 projects). 3. Prepare requisitions of materials (testing) and equipments needed in the project construction (5 monthly reports). 4. Assist in the conduct of measurements and survey works of at least 8 proposed projects.						
SUPPORT FUNCTIONS (30%)		1. Attend and participate in atleast 6 pre-con meetings/coordinations meetings.				
FINAL AVERAGE RATING						
Comments and Recommendations for Development Purposes						

Discussed with:	BILLY R. KUSUMI Engineering Aide A	Date:		Assessed by:	ENGR. GAUDENCIO M. DE VERA Division Manager A, Pangasinan IMO	Date:		Final Rating by:	ENGR. ANGELITO S. MIGUEL Regional Manager A	Date:	
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Legend: Rating Scale:

- Q1- Quality
 E2- Efficiency
 T3- Timeliness
 A4- Average
 Numerical
 5.00
 4.00-4.99
 3.00-3.99
 2.00-2.99
 1.00-1.99
 Adjectival
 - Outstanding (o) - target exceeded by 30%
 - Very Satisfactory (VS) - target exceeded by 15% to 29%
 - Satisfactory (S) - met 100% to 114% target
 - Unsatisfactory (US) - only met 51% to 99% target
 - Poor (P) - failed to deliver most target by 50% and below

I, **DAVE M. LAGUNDI**, **ENGINEER A** of Pangasinan IMO, commit to deliver and agrees to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June, 2021

DAVE M. LAGUNDI
Ratee
Date **JAN 04 2021**

Reviewed by:	Date:	Approved by:	Date:
ENGR. GAUDENCIO M. DE VERA <i>[Signature]</i>	JAN 04 2021	ENGR. ANGELITTO S. MIGUEL <i>[Signature]</i>	JAN 04 2021
Division Manager A		Regional Manager A	

(1)	(2)	(3)	(4)	(5)
CORE FUNCTIONS (70%)	1. Supervise/ Monitor of on going Project Activity Dumuloc Strip and Bayaas SRIP Project (Cy 2020)			
	2. Prepare volume estimate, earthwork computation of Bayaas SRIP Cy 2020 Project.			
	3. Prepare requisitions of materials (testing) and equipments needed in the project construction (1 monthly report).			
	4. Checking volume computation program over actual			
	Accomplishment of on going project (Cy 2018, Cy 2019 and Cy 2020)			
SUPPORT FUNCTIONS (30%)	1. Pre-Construction meeting for access road of Strip Project access road cy 2020 project			
	2. Coordinate with the IA/LGU in identifying Land Owners for the service area of dumuloc and bayaaas Strip Project			
	3. Cad Plotting of cadastral map with names of land owners for SRIP Project service area			

FINAL AVERAGE RATING				
Comments and Recommendations for Development Purposes				
Discussed with:				
DAVE M. LAGUNDI Engineer A	ENGR. GAUDENCIO M. DE VERA Division Manager A, Pangasinan IMO	ENGR. ANGELITTO S. MIGUEL Regional Manager A	Date:	Date:

Legend:

Q1- Quality
E2- Efficiency
T3- Timeliness
A4- Average

Rating Scale:
Numerical
5.00
4.00-4.99
3.00-3.99
2.00-2.99
1.00-1.99

Adjectival

- Outstanding (o) - target exceeded by 30%
- Very Satisfactory (VS) - target exceeded by 15% to 29%
- Satisfactory (S) - met 100% to 114% target
- Unsatisfactory (US) - only met 51% to 99% target
- Poor (P) - failed to deliver most target by 50% and below

National Irrigation Administration
Strategic Performance Management System (SPMS)
Individual Performance Commitment and Review (IPCR)

I, **LORD VISMONT R. PAPA**, Senior Engineer A of Pangasinan IMO, commit to deliver and agrees to be rated on the attainment of the following targets in accordance with the indicated measures for the period **January to June, 2021**.

LORD VISMONT R. PAPA
Ratee

Date: **JAN 04 2021**

Reviewed by:	 ENGR. GAUDENCIO M. DE VERA Division Manager A Date: JAN 04 2021	 ENGR. ANGELITO S. MIGUEL Regional Manager A Date: JAN 04 2021
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STRATEGIC PRIORITY / THEMES		(1)	(2)	(3)	(4)	(5)
Improve Planning, Design and Implementation of Irrigation Projects to be Climate Change Adaptive						
(AREA ENGINEER OF 1st & 2nd District of Pangasinan)						
CORE FUNCTIONS (70%)	1. Review and monitor progress of project evaluation with respect to target schedule, cost estimate and causes adequacy of work force to bring completion 80% of carry-over and current projects by the end of June, 2021.					
	2. Conduct periodic field inspection to assess progress of project implementation and verify accuracy of field reports and submit monthly comprehensive reports (6 reports).					
	3. Conduct technical inspection of steel fabrication works, construction materials and other mechanical engineering works implemented by NIA including site installment and submit reports/findings.					
	4. Identify new irrigation projects and gather technical data for feasibility study (3 projects).					
SUPPORT FUNCTIONS (30%)	1. Assist in preparation of Project Completion Report (PCR) for completed projects (20 PCRs).					
	2. Conduct pre-construction conference on all CY 2021 projects.					
	3. Attend and participate in at least 10 coordination meetings for projects under 1st and 2nd District.					

FINAL AVERAGE RATING

Comments and Recommendations for Development Purposes

Discussed with:	LORD VISMONT R. PAPA Senior Engineer A Date: _____	Assessed by:	ENGR. GAUDENCIO M. DE VERA Divisio Manager A, Pangasinan IMO Date: _____	Final Rating by:	ENGR. ANGELITO S. MIGUEL Regional Manager A Date: _____
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Legend:

- Q1 - Quality
E2 - Efficiency
T3 - Timeliness
A4 - Average
- Rating Scale:
- 5.00 - Outstanding (o) - target exceeded by 30%
 - 4.00-4.99 - Very Satisfactory (VS) - target exceeded by 15% to 29%
 - 3.00-3.99 - Satisfactory (S) - met 100% to 114% target
 - 2.00-2.99 - Unsatisfactory (US) - only met 51% to 99% target
 - 1.00-1.99 - Poor (P) - failed to deliver most target by 50% and below

National Irrigation Administration

Strategic Performance Management System (SPMS)
Individual Performance Commitment and Review (IPCR)

I, PHILIP P. PRAGO, ENGINEERING ASSISTANT A of Pangasinan IMO, commit to deliver and agrees to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June, 2021.

PHILIP P. PRAGO / JAN 0 4 2021
Name Date

Reviewed by:	ENGR. GAUDENCIO M. DE VERA Division Manager A	Date:	JAN 0 4 2021	Approved by:	ENGR. ANGELITO S. MIGUEL Regional Manager A	Date:	JAN 0 4 2021
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(1)		(2)	(3)	(4)	(5)
CORE FUNCTIONS (70%)		1. Gather data for CY 2022 projects & conduct of Geotagging activities (15 projects) by the end of June 2021.			
		2. Computing & plotting survey data of proposed projects (15 projects) by the end of June 2021.			
SUPPORT FUNCTIONS (30%)		1. Survey & measure accomplishment of at least 20 projects by the end of June 2021.			
		2. Participate & attend at least 10 coordination meetings on various projects.			

FINAL AVERAGE RATING					
Comments and Recommendations for Development Purposes					
Discussed with:					
PHILIP P. PRAGO Engineering Assistant A	ENGR. GAUDENCIO M. DE VERA Division Manager A, Pangasinan IMO	Assessed by:	ENGR. ANGELITO S. MIGUEL Regional Manager A	Final Rating by:	Date:

Legend:
Q1- Quality
E2- Efficiency
T3- Timeliness
A4- Average
Rating Scale:
Numerical
5.00
4.00-4.99
3.00-3.99
2.00-2.99
1.00-1.99

Adjectival
- Outstanding (o) - target exceeded by 30%
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- Satisfactory (S) - met 100% to 114% target
- Unsatisfactory (US) - only met 51% to 99% target
- Poor (P) - failed to deliver most target by 50% and below

National Irrigation Administration
Strategic Performance Management System (SPMS)
Individual Performance Commitment and Review (IPCR)

I, **WARLITO M. PRESTO**, Supervising Engineer A of Pangasinan IMO, commit to deliver and agrees to be rated on the attainment of the following targets in accordance with the indicated measures for the period **January to June, 2021**.

WARLITO M. PRESTO
Ratee
Date: **JAN 04 2021**

Reviewed by:	 ENGR. GAUDENCIO M. DE VERA Division Manager A Date: JAN 04 2021	Approved by:	 ENGR. ANGELITO S. MIGUEL Regional Manager A Date: JAN 04 2021
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STRATEGIC PRIORITY / THEMES		(1)	(2)	(3)	(4)	(5)
Improve Planning, Design and Implementation of Irrigation Projects to be Climate Change Adaptive.						
(AREA ENGINEER OF 5th & 6th District of Pangasinan)						
CORE FUNCTIONS (70%)	1. Review and monitor progress of project evaluation with respect to target schedule, cost estimate and causes adequacy of work force to bring completion 80% of carry-over and current projects by the end of June, 2021.					
	2. Conduct periodic field inspection to assess progress of project implementation and verify accuracy of field reports and submit monthly comprehensive reports (6 reports).					
	3. Conduct technical inspection of steel fabrication works, construction materials and other mechanical engineering works implemented by NIA including site installment and submit reports/findings.					
	4. Identify new irrigation projects and gather technical data for feasibility study (3 projects).					
SUPPORT FUNCTIONS (30%)						
1. Assist in preparation of Project Completion Report (PCR) for completed projects (20 PCRs).						
2. Conduct pre-construction conference on all CY 2021 projects.						
3. Attend and participate in atleast 10 coordination meetings for projects under 5th and 6th District.						

FINAL AVERAGE RATING		Comments and Recommendations for Development Purposes	
Discussed with:	WARLITO M. PRESTO Supervising Engineer A Date:	Assessed by:	ENGR. GAUDENCIO M. DE VERA Division Manager A, Pangasinan IMO Date:
	ENGR. ANGELITO S. MIGUEL Regional Manager A Final Rating by:		Date:

Legend:

Q1- Quality
 E2- Efficiency
 T3- Timeliness
 A4- Average

Rating Scale:

5.00
 4.00-4.99
 3.00-3.99
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 1.00-1.99

Adjectival

- Outstanding (o) - target exceeded by 30%
 - Very Satisfactory (VS) - target exceeded by 15% to 29%
 - Satisfactory (S) - met 100% to 114% target
 - Unsatisfactory (US) - only met 51% to 99% target
 - Poor (P) - failed to deliver most target by 50% and below

National Irrigation Administration

Strategic Performance Management System (SPMS)
Individual Performance Commitment and Review (IPCR)

I, ARNULFO R. SISON, ENGINEERING ASSISTANT A of Pangasinan IMO, commit to deliver and agrees to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June, 2021.

ARNULFO R. SISON
Ratee
Date: JAN 04 2021

Reviewed by:	Date:	Approved by:	Date:
ENGR. GAUDENCIO M. DE VERA <i>[Signature]</i>	JAN 04 2021	ENGR. ANGELITO S. MIGUEL <i>[Signature]</i>	JAN 04 2021
Division Manager A		Regional Manager A	

FINAL AVERAGE RATING									
Comments and Recommendations for Development Purposes									
SUPPORT FUNCTIONS (30%)									
Coordinate with the IA/LGU by the end of June 2021.									
Assist Survey Team from time to time by the end of June 2021.									
CORE FUNCTIONS (70%)									
(1)	(2)	(3)	(4)	(5)					
Supervised 5 CY 2018 on-going, various projects/activities of 6th District of Pangasinan to be completed by the end of June 2021.									
Supervised 5 CY 2019 on-going, various projects/activities of 6th District of Pangasinan to be completed by the end of June 2021.									
Compute volumes per item of work in various projects before the deadline by the end of June 2021.									
Assist the survey team for the proposed projects of 6th District of Pangasinan by the end of June 2021.									
Conduct/Validate and Field Investigation (2 Projects) before the deadline by the end of June 2021.									
Monitoring & Supervision of Project Assigned from time to time by the end of June 2021.									

Discussed with:	Date:	Assessed by:	Date:	Final Rating by:	Date:
ARNULFO R. SISON Engineer A		ENGR. GAUDENCIO M. DE VERA Division Manager A, Pangasinan IMO		ENGR. ANGELITO S. MIGUEL Regional Manager A	

Legend:
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Rating Scale:
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5.00
4.00-4.99
3.00-3.99
2.00-2.99
1.00-1.99
Adjectival
- Outstanding (o) - target exceeded by 30%
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- Poor (P) - failed to deliver most target by 50% and below

National Irrigation Administration
Strategic Performance Management System (SPMS)
 Individual Performance Commitment and Review (IPCR)

I, **SHAIRA MAE M. SISON**, **DATA ENCODER** of Pangasinan IMO, commit to deliver and agrees to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June, 2021.

SHAIRA MAE M. SISON _____
 Ratee
JAN 0 4 2021 _____
 Date

Reviewed by:	ENGR. GAUDENCIO M. DE VERA <i>[Signature]</i>	Date:	JAN 0 4 2021
Approved by:	ENGR. ANGELITO S. MIGUEL <i>[Signature]</i>	Date:	JAN 0 4 2021

(1)		(2)		(3)		(4)		(5)	
CORE FUNCTIONS (70%)		1. Encode/Prepare at least 30 reports, communications & letters for the construction and engineering unit.							
		2. Logbook/Receive all documents (incoming and outgoing) for the construction unit (1 logbook).							
		3. Assist in checking/securing necessary documents as attachment to the claims/vouchers of at least 80 projects.							
SUPPORT FUNCTIONS (30%)		1. Route at least 60 documents to all signatories.							
		2. Consolidate HR requirements of engineering unit personnel (DTR) for submission to Administrative Unit.							
		3. Attend at least 3 no. of coordination meetings.							

FINAL AVERAGE RATING									
Comments and Recommendations for Development Purposes									
Discussed with:	ENGR. GAUDENCIO M. DE VERA	Assessed by:	Division Manager A, Pangasinan IMO	Date:		Final Rating by:	ENGR. ANGELITO S. MIGUEL	Date:	

Legend:

Q1- Quality
 E2- Efficiency
 T3- Timeliness
 A4- Average

Rating Scale:
 Numerical
 5.00
 4.00-4.99
 3.00-3.99
 2.00-2.99
 1.00-1.99

- Adjectival
- Outstanding (o) - target exceeded by 30%
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National Irrigation Administration

Strategic Performance Management System (SPMS)
Individual Performance Commitment and Review (IPCR)

I, MANILYN M. VILLANUEVA, Engineer A (G.E.), of Pangasinan IMO, commit to deliver and agrees to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June, 2021.

MANILYN M. VILLANUEVA
Ratee
Date JAN 04 2021

Reviewed by: ENGR. GAUDENCIO M. DE VERA
Division Manager A
Date: JAN 04 2021
Approved by: ENGR. ANGELITO S. MIGUEL
Regional Manager A
Date: JAN 04 2021

(1)	(2)	(3)	(4)	(5)
CORE FUNCTIONS (70%)	1. Evaluate reconnaissance survey of 20 proposed irrigation projects for CY 2022 in establishing triangulation and transverse network.			
	2. Review computation of traverse, side shot and differential levelling network of 20 projects.			
	3. Supervise/ conduct survey works for the 20 proposed projects.			
	4. Conduct 1 reconnaissance survey for Dumoloc SRIP.			
	5. Review computation data of 1 survey work for Dumoloc SRIP.			
	6. Plot 1 topographic map of Dumoloc SRIP.			
	7. Plot 10 topographic map of proposed communal projects.			
SUPPORT FUNCTIONS (30%)	1. Assist in securing DENR permits for 2 SRIP projects.			
	2. Assist in processing of ECC for 2 SRIP projects.			
	3. Participate and attend atleast 6 coordination meetings on SRIP projects.			
	4. Site validation and inspection of National and Communal projects.			
	5. Consolidation-compilation of documents for Mabini Agricultural Development Project.			

FINAL AVERAGE RATING				
Comments and Recommendations for Development Purposes				
Discussed with: <u>MANILYN M. VILLANUEVA</u> Engineer A (G.E.)				
Date:	Assessed by:	Division Manager A, Pangasinan IMO <u>ENGR. GAUDENCIO M. DE VERA</u>	Date:	Final Rating by: <u>ENGR. ANGELITO S. MIGUEL</u> Regional Manager A
Date:				

Rating Scale:

- Q1- Quality
E2- Efficiency
T3- Timeliness
A4- Average
- 5.00
4.00-4.99
3.00-3.99
2.00-2.99
1.00-1.99
- Adjectival
- Outstanding (o) - target exceeded by 30%
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 - Satisfactory (S) - met 100% to 114% target
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 - Poor (P) - failed to deliver most target by 50% and below