



Strategic Performance Management System (SPMS)
Individual Performance Commitment and Review (IPCR)
PANGASINAN IRRIGATION MANAGEMENT OFFICE

RUTH LEEN P. DOMALANTA
Ratee

03 JAN 2022

Date _____

Reviewed by:		Date:	Approved by:				Date:
 ENGR. GERTRUDES A. VIADO Acting Division Manager, Pangasinan IMO		03 JAN 2022	 ENGR. GAUDENCIO M. DE VERA Acting Regional Manager				JAN 03 2022
MFO/PAP	SUCCESS INDICATOR (TARGET + MEASURE)	ACTUAL ACCOMPLISHMENTS	RATING				REMARKS
			Q ¹	E ²	T ³	A ⁴	
(1)	(2)	(3)	(4)				(5)
STRATEGIC PRIORITY/THEMES							
CORE FUNCTIONS (70%)	a. Should prepare ISF billing of landholdings more than 8 hectares of Lower Agno RIS each cropping season						
	b. Should transmit/submit 400 qualified FISA applications of Lower Agno RIS to the Office of Irrigation Manager and Regional Irrigation Manager for approval EO June 2021						
	c. Should prepare Quarterly Report on Irrigation Service Fee Collection						
	d. Should prepare Monthly Monitoring of FISA Accomplishment						
Total Rating (Core Functions 70%)							
SUPPORT FUNCTIONS (30%)	a. Should prepare 6 monthly and incentive payrolls of Lower Agno monthly (COB) personnel EO Dec. 2021						
	b. Should prepare and submit 36 government remittances of Lower Agno RIS EO Dec. 2021						
	c. Should disseminate information and ensure that documents and records are properly maintained.						

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			Q ¹	E ²	T ³	A ⁴													
(1)	(2)	(3)	(4)				(5)												
SUPPORT FUNCTIONS (30%)	d. Should post/index payments of allowances and deductions of Lower Agno RIS personnel monthly																		
	e. Should monitor San Quintin Water District Meter Reading monthly																		
	f. Act as Unit Document controller effectively																		
Total Rating (Support Functions 30%)																			
FINAL AVERAGE RATING																			
Comments and Recommendations for Development Purposes																			
Discussed with:		Date:	Assessed by:		Date:	Final Rating by:													
			I certify that I discussed my assessment of the performance with the employee.																
RUTH LEEN P. DOMALANTA Accounting Processor A			ENGR. GERTRUDES A. VIADO Acting Division Manager, Pangasinan IMO			ENGR. GAUDENCIO M. DE VERA Acting Regional Manager													
<p>Legend:</p> <p>Q¹ - Quality E² - Efficiency T³ - Timeliness A⁴ - Average</p> <p>Rating Scale:</p> <table border="0"> <tr> <td>Numerical</td> <td>Adjectival</td> </tr> <tr> <td>5.00</td> <td>- Outstanding (O) - target exceeded by 30%</td> </tr> <tr> <td>4.00 - 4.99</td> <td>- Very Satisfactory (VS) - target exceeded by 15% to 29 %</td> </tr> <tr> <td>3.00 - 3.99</td> <td>- Satisfactory (S) - met 100% to 114% target</td> </tr> <tr> <td>2.00 - 2.99</td> <td>- Unsatisfactory (US) - only met 51% to 99 % target</td> </tr> <tr> <td>1.00 - 1.99</td> <td>- Poor (P) - failed to deliver most target by 50% and below</td> </tr> </table>								Numerical	Adjectival	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
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