

NATIONAL IRRIGATION ADMINISTRATION REPUBLIC OF THE PHILIPPINES

PANGASINAN IRRIGATION MANAGEMENT OFFICE

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

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

Engineering Section

- Guiang, Jhanmark B
- Imbisan, Mar Anthony O.
- Llena, Giselle O.

Planning Unit

- Abigania, Jhodhel R.
- Baraquio, Macario Jr. B.
- Boado, Rolando C.
- Conde, Miker Sven B.
- Dacapias, Marianito Jr. M
- De Guzman, Richard D.
- De Guzman, Rommel Kristian C.
- Del Mundo, Jeric Boy A.
- Delos Santos, Emerson A.

- 10. Espelita, Pepito Jr. A.
- Etrata, Renz Wilson L

Fernandez, Melanie R

- Gotgotao, Marciano J.
- 14. Guarin, Melcon D.

Design Unit

- Abes, Danilo L.
- Arabiana, Raymond F.
- De Guzman, Jethro Thony R.
- Domantay, Jerry G.
- Esquibal, Mark Kevin A.
- Fabia, Albino D.

Construction Unit

- Andrada, John Domenick P.
- Bajet, Elvira B.
- Baraquio, Simeon A
- Calaunan, Maricel I.
- Ş Conceja, Joice A.
- 6 De Guzman, Anastacio S.
- De Jesus, Arlen R.
- Delos Santos, Kenneth B.
- Garcia, Emilio Jr. C.

- Lloren, Marchial G.
- Mata, Ronaldo A.
- 6 5 Paculan, Sarex Q.
- Leaño, Jesselle U

Leonen, Virginia May M.

- Marquez, Adrian L.
- 18. Marzo, Eduard C.
- 19 Morante, Lamor Diovil L.
- Orbillo, Kevin M.
- 21. Paran, Maria Teresa M.
- Parocha, Eileen N.
- 23. Pis-ing, Irwin C. Sison, Alfredo R.
- Songcuan, Alex Carlo O.
- 26. Ufano, Cherry S.
- 27. Velasco, Lorenz N.
- 28. Viduya, Ace Mark S
- Fernandez, Rhonie S.
- Fontanilla, Arvin D.
- Godoy, Gino U.
- 11. Raposas, Bernard G. Nanales, Mark Dominic C.
- Velasco, Selwyn E.

Kusumi, Billy Jr. R.

- Lagundi, Dave M.
- Papa, Lord Vismont R.
- Prago, Philip P.
- Presto, Warlito M.
- Sison, Shaira Mae M.

Sison, Arnulfo R.

Villanueva, Manilyn M.

Bayaoas, Urdaneta City, Pangasinan, Philippines Telephone / Telefax No.: (075) 632-2775

TIN: 000916415 Facebook: www.facebook.com/NIAPangasinan/MO



				- Unsatisfactory (US) - only		5'7-00'7		
			rget exceeded by 15% to 29%	Adjectival - Outstanding (o) - target e - Very Satistactory (VS) - tal - Satisfactory (S) - met 1009	00-3:99 00-4:99 00 00	1't 1'S	O1- Quality E2- Effeciency T3- Timeliness A4- A4etage	
·					iting Scale:		:bnege:	
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	o s. MIGUEL	ENGR. ANGELIT		ЛЕКА	ENGK' GANDENCIO M' DE		10НИ DOMENICK P. ANDRADA	
Date:	·	inal Rating by:)ate:	3	γd bessessA:	Date:	:hith:	
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						meetings.		
					irvey works of atleast <u>10</u> no. of coordination		(%0£)	
		+				repair and improv	SUPPORT FUNCTIONS	
					ic reports of communal/national systems on	1. Prepare period		
ļ	····		T		budgees (5 budgees);	22504014 7707 12		
					of work, cost estimates and bill of materials for l projects (3 projects).			
					eparation of complete designs of irrigation	The second secon		
					tions of materials (testing) and equipments ject construction (<u>6</u> monthly reports).			
					ct works for adherence to plans, specifications ct works for adherence (\underline{s}) projects).		COKE FUNCTIONS (70%)	
					Ig construction and rehabilitation project B to 80% completion by the end of June 2021 (3			
(s)		(p)	(ε)		(z)		(T)	
AN 04 202	Υ.		ENGR. AMGELYON Regional Mana		1S0S & 0 NAL		ENGR. GAUDENCO M. DE Division M nager A	
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- 1	.N 0 4 202 eted	<u>v</u> r /	JOHN DOMENICK P. ANDRADA	_	,			
					A regnetation actions with the indicated measured in accordance with the indicated measurement.		I' JOHN DOWENICK b'	
				ormance Management sy rformance Commitment and Re				

- Poor (P) - failed to deliver most target by 50% and below

1.00-1.99

Strategic Performance Management System (SPMS)

Approved by: Date: Reviewed by: Date: ELVIRA B. BAJET of the following targets in accordance with the indicated measures for the period January to June, 2021. commit to deliver and agrees to be rated on the attainment , OMI nenizegned to A TNATSIZZA ƏNIRƏSNI DA ELVIRA B. BAJET Individual Performance Commitment and Review (IPCR)

		Rating Scale:						· · · · · · · · · · · · · · · · · · ·
ELVIRA B. BAITT A finstrize Assistant		ENGR. GAUDENCIO M. DE Division Manager A, Pangasi		. ANGELITO egional Man	S. MIGUEL			
:41iw bəs	Date:	Assessed by:	:əteC	:	Final Rating by:	:/		Date:
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(and the second s						
IPPORT FUNCTIONS (30%)								
	1. Filling construction pict	pictures on various projects.						
					1	<u> </u>		
	3. Arrange layout construc	struction pictures on various projects by the end of June,						
COKE LONCLIONS (20%)	2. Review & Check Change of June, 2021	ange Order Computation on various projects by the end						
	1. Review & Check Volum June, 2021	olume Computation on Various projects by the end of						
(1)		(2)	(8)	(ε)		(4)		(S)
ENGR. GAUDENCIO M. DI Division Manager A		LSOS & 0 NAL			DELINO & MIGU	Jær		O NAL

Adjectival

Numerical

O1- Quality

Comments and Recommendations for Development Purposes FINAL AVERAGE RATING meetings/coordinations meetings. (%0E) 1. Attend and participate in atleast 6 pre-con SUPPORT FUNCTIONS of atleast <u>6</u> proposed projects. 4. Assist in the conduct of measurements and survey works equipments needed in the project construction (2 monthly 3. Prepare requisitions of materials (testing) and CORE FUNCTIONS (70%) specifications and submit accomplishment reports (2 2. Monitor contract works for adherence to plans, of $\underline{100\%}$ by the end of lune 2021 ($\underline{2}$ projects). over and current project assigned and bring to completion L.Monitor on-going construction and rehabilitation of caryy (5) (8) (I) (t) A 1996 Na Menoige A A 19gensM noisiviQ 1202 \$ 0 NAC TAN 0 4 2021 ENGR. ANGELITOS, MIGUEL ENGR, GAUDENCIO M. DE VERA Reviewed by: Date: Approved by: Date: Date SHMEDNA. BAKAQUIO JAN 0 4 2021 of the following targets in accordance with the indicated measures for the period January to June, 2021 Engineering Assistant A SIMEON A. BARAQUIO of Pangasinan IMO, commit to deliver and agrees to be rated on the attainment (IPCR) Individual Performance Commitment and Review Strategic Performance Management System (SPMS)

Discussed with: Date: Assessed by: Ender. Date: Place Branch Dete: Paressed by: Date: Branch Dete: Divisio Manager A, Pangasinan IMO

Engineering Assistant A

Engineering Assistant A

Engend: Regional Manager A, Pangasinan IMO

Engend: Regional Manager A

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- Outstanding (o) - target exceeded by 30%	2.00	E2- Effeciency
- Very Satisfactory (VV) - target exceeded by 15% to 29%	66° 1 -00° 1	T3- Timeliness
e Salisfactory (2) + met 100% to 114% target	66.E-00.E	9ge19vA -4A
- Unsatisfactory (2U) roly met 51% to 99% target	2.00-2.99	
- Poor (P) - failed to deliver most target by 50% and below	1,00.1	

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

			19g1s1 %99 of %12 fam \	- Unsatisfactory (US) - only	66.2-0	۵,2	
			tagner %PLL or %	- Satisfactory (S) - met 100	66.8-0	0.E	9ge19vA -₽A
			arget exceeded by 15% to 29%	- Very Satisfactory (VS) - ta	66' b -0	0.4	zsəniləmiT -ET
			exceeded by 30%	- Outstanding (o) - target	C	0.2	E2- Effeciency
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Date:]	inal Rating by:	Date:		:yd bəssəssA	Date:	:htiw bessubsiC
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					Purposes	or Development	Comments and Recommendations fo
							FINAL AVERAGE RATING
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					THE HE CONTROL HOUSENING OF A TENDER BUTTON BY	projects.	
	 	ļ			letters) for the 2 SRIP projects. In attend atleast 6 Coordination Meetings on SRIP		(%0E)
					locuments (POW, Monthly reports, Contracts,		SUPPORT FUNCTIONS
		 					SNOILSIVIA LACAMIS
					ursement vouchers for the 2 projects.	1. Prepare disb	
						June 2021.	
					hy progress reports (6 reports) by the end of	3. Prepare mon	·
***************************************						the end of June	
					mption orders & request for Time Extension) by		CORE FUNCTIONS (70%)
	 			·····	ensequity 2 SRIP projects (prepare		
					gram of Work for SRIP Projects by the end of lune	ZOZI.	
(6)	<u> </u>		(ε)		(S)	and Contractal L	(τ)
(S)	(t	//	(8)		(2)		(1)
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Date:				Approved by:	Date:		Reviewed by:
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			nany to June, 2021.	sasures for the period Ja n	ig targets in accordance with the indicated me	of the followir	
		the attainment	commit to deliver and agrees to be rated on	OMI nenizegned to	ENGINEER A	NANU	I) MARICEL I. CALA

- Poor (P) - failed to deliver most target by 50% and below

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							- Satisfactory (S) - met 100% to		66,6-00,8			AG-Averag
					%6Z 01 %		- Very Satisfactory (VS) - target		66.1-00.1			nilemiT -ET
						%0£ vd bəbə	- Outstanding (o) - target exce		00'9			Q1- Quality E2- Effeciei
							Adjectival		Aumerical			:gend: O1- Ouglity
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										project.	EUNCTIONS (30%)	TROTAL
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		1							om and kitchen.	1. Supervise repair stock ro		
								LSOS anul to bna arotad.	all incoming project	3. Prepare Blueprint plan of		
			 	 -			<u></u>					
								t before end of June, 2021	e surveyed 10 projec	2. To finalize ink all comple	(%04) SNOLLON	COKE EU
								ne, 2021.	contractby end of Ju	Road Concreting, 4 POW &		
								orks <u>6</u> canal structure, <u>10</u> Prop.				
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			trainment	ed on the	er and agrees to be rate	vilab ot iimmoo	OMI nanisagned to	Sr. Draftsman	3	NCEIA	JHOICE A. CO	1
						()	nce Commitment and Review (IPCF	emioha9 leubivibni				

- Poor (P) - falled to deliver most target by 50% and below

- Unsatisfactory (US) - only met 51% to 99% target

A4- Average

1.00-1.99

5.00-2.99

Date

Approved by: Date: Reviewed by: 1AN 0 4 2021 of the following targets in accordance with the indicated measures for the period January to June, 2021. of Pangasinan IMO, commit to deliver and agrees to be rated on the attainment SUPERVISING ENGINEER A **NAMSTACIO S. DE GUZMAN** (RCR) Performance Commitment and Review (IPCR) Strategic Performance Management System (SPMS)

				Adjectival	ting Scale: Imerical		:bnəge O.1- Quality
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Date:	g pk:	rinal Ratin	Date:	and the second s	:yd bəssəssA	:ejsQ	scnzsed with:
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							ANERAGE RATING
					Tabriu stoejorg rot sanifaem noitenibroop <u>0.0.</u> teeslif	3. Attend and participate in a 3rd & 4th District.	
					conference on all CY 2021 projects.	(v.ac) (v.ac) (v.ac) (v.ac)	
					oject Completion Report (PCR) for completed	SUPPORT FUNCTIONS (30%)	
						an timduz & tnamlistzni atiz	
					norts). Ion of steel fabrication works, construction al engineering works imp;emented by MIA including		
					bection to assess progressof project uracy of field reports & submit monthly (5250	implementation & verify acc	COKE HUNCTIONS (70%)
					ss of project evaluation with respect to target causes adequacy & causes adequacy of work force sarry-over & current projects by the end of June,	schedule, cost estimate and	
		2			R OF 3RD & 4TH District of Pangasinan)	(AREA ENGINEE	
(5)	(t)		(ε)		(2)		(T)
		ie Market	Negion				A reger √e M noiziviū
PO NY	yiener /	ELITO S. W	ENGR. ANG		FSOS \$ 0 NAL	1	ENGR. GAUDENCID M. D
:eteC		7		Approved by:	Date:		viewed by:

4,00.4,999 2,00.5.99 2,00.1.99 2,00.1.99	canelines A4- Average
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Strategic Performance Management System (SPMS)

Individual Performance Commitment and Review (IPCR)

		tanding (o) - target exceeded by 30%										
								Adjectival		iting Scale: Imerical		egend: CL- Quality
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			-						rof sgrifsem meetings for	l participate in atleas or 3rd and 4th Distric		
									erence on all CY 2021 projects.	e-construction conf	2. Conduct pr	SUPPORT FUNCTIONS (30%)
						· · · · · · · · · · · · · · · · · · ·			Completion Report (PCR) for	eparation of Project ojects (<u>20</u> PCRs).		
	L											
					-				and gather technical data for	w irrigation projects dy (<u>3</u> projects).	4	
					**************************************				mit reports/findings.			
									steel fabrication works, construction ngineering works implemented by NIA		1	
									icy of field reports and submit monthly	ve reports (<u>6</u> reports		COKE LUNCTIONS (70%)
									on to assess progress of project			•
		<u> </u>		 							June, 2021.	
									er and current projects by the end of			
									if project evaluation with respect to d causes adequacy of work force to			
									& 4th District of Pangasinan)			
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Date:								Approved by:		Date:		eviewed by:
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- Poor (P) - falled to deliver most target by 50% and below

- Very Satisfactory (VS) - target exceeded by 15% to 29%

- Unsatisfactory (US) - only met 51% to 99% target

- Satisfactory (S) - met 100% to 114% target

A4- Average

T3- Timeliness

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2,00-2,99

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66'7-00'7

Strategic Performance Management System (SPMS)

(IPCR) Individual Performance Commitment and Review

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		LITO S. MIC Manager A	JGR. ANGEI Regional	э .			ENGR. GAUDENCIO M. DE V Division Managet A, Pangasina			ARLEN R. DE JESUS Right-of-Way Officer (SRIP)	
Date:			:yd gniteA	leni3	Date:		рλ:	pəssəssy	Date:	oiscussed with:	
								cacodin Laua	udopasa joi	comments and Recommendations	
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							ordination meetings.	o to .on 6 tsee	3. Attent atl		
							trees & properties pertaining to ROW	to grigget-os	2. Conduct g	(%06)	
							UPPORT FUNCTIONS 1. Maintain files of all ROW acquisition. 3. Conduct geo-tagging of trees & properties pertaining to ROW				
	<u></u>	<u> </u>							L		
					<u> </u>		ments of environmental aspects for		4. Prepare no		
			-				l requirements and check for orts).	environmenta 6 monthly rep		(a) a) avayaya i Tyoa	
						nits for SRIP projects (NCIP, Water Permit,			Z. Secure rec	CORE FUNCTIONS (70%)	
							ARP, and organizations of IAs for the 2 lyaoas SRIP) by the end of June, ZOZJ.				
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1202 p o NV	· 6.		? ener	ENGR. ANGELITO S MI Regional Manager	-		f2021	O NAL	∧EB∀	ENGR. GAUDENCID M. DE Division Manager A	
Date:	 I			7		Approved by:		Date:		eviewed by:	
		0 NAL	, -	Ratee)			cagina give	ADUOL SUR IO		
			ttainment	adrees to be rated on the			i <mark>ght-of-Way Officer (SRIP)</mark> In accordance with the indicated me			I, ARLEN R. DE JI	

- Poor (P) - failed to deliver most target by 50% and below

- Very Satisfactory (VS) - target exceeded by 15% to 29%

- Unsatisfactory (US) - only met 51% to 99% target

- Satisfactory (S) - met 100% to 114% target

A4- Average

T3- Timeliness

E2- Effeciency

T'00'T'66

2,00-2,99

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Individual Performance Commitment and Review (IPCR)

					%6Z °	ceeded by 15% to	target ex	Adjectival - Dutstanding (o) - targe - Very Satisfactory (VS) Satisfactory (S) -		ating Scale: umerical 00-4.99	t S N	ibne: Q1- Quality E2- Effeciency T3- Timeliness A4- Average
Manager and the American Street	1	ITO S. Mic	-	EM					ENGR. GAUDENCIO M. DE Divisio Manager A, Pangasin			KENNETH B. DELOS SANTOS Engineer A
Date:		, , , , , , , , , , , , , , , , , , ,	ating by:				Date:	VGJA	THE CAMPTHET OF PE	:yd bəssəssA	:Date:	cussed with:
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									szt <u>S</u> irrigation projects.	(30%) SUPPORT FUNCTIONS		
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									ste designs off irrigation stes and bill of materials for s).		projects, progran	
								-	testing) and equipments monthly reports).	itions of materials (f		
									ence to plans, specifications (<u>3</u> projects).	act works for adhere nplishment reports (OKE FUNCTIONS (70%)
									rehabilitation project assigned and of June 2020 (3 projects).			
(≤)		(4)		1	7	(8)				(z)		(1)
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Date:					,			Approved by:		Date:		iewed by:
	i SOSI	0 NAL		tke aht no	d agrees to be rated or a be taked or a bete or a better	June, 2021		OMI nenizagas¶ o Sures for the perion ist	Engineer A ance with the indicated mea	brocos ni stegist į		I' KENNETH B. DELO

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- Unsatisfactory (US) - only met 51% to 99% target

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Individual Performance Commitment and Review (IPCR)

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							- Very Satisfactory (VS) -		66. ₽- 00.	_ヤ	T3- Timeliness
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	ians	IM .2 OTI	ANGFI	ENGB			783/	ENGR. GAUDENCIO M. DE 1	1		EMILIO C. GARCIA JR.
Date:			pλ:	gniteA leni7		Date:		рл:	bəssəssA	Date:	Discussed with:
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									sesonnug tn	amnolava(1 10	FINAL AVERAGE RATING Comments and Recommendations f
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		T		<u> </u>							
								coordination meetings.	to .on 8 tse	2. Attend atle	(%0€)
											SUPPORT FUNCTIONS
										o lis to sutet2	SNOITONIH THOUGHTS
		<u></u>				······································		r in preparation of Monthly Financial	est Enginee	J. Assist the C	
		T		" 							
										projects).	
					<u> </u>			08) tinu gnineering unit (80	es of all paid	ił nistnisM .£	
								t 80 projects.	sealte to are	claims/vouch	COKE FUNCTIONS (70%)
								ents as attachment to the			(%02) SNOILSNII AAOS
									-	end of Decem	
								carry-over & current projects by the			
(5)		(t)			(ε)		(2) in the preparation of claim/vouchers of	tinU əansni	1 Assist the F	(1)
THWALL											
				A\19g\r	YeM IsnoigeA						A rager M noisiviQ
DS & 0 NAU					ENGR. ANGELITO			1202 p 0 8/4	1		ENGR. GAUDENCO M. DE
Date:					<u> </u>	· · · · · · · · · · · · · · · · · · ·	Approved by:		Date:	<u> </u>	Reviewed by:
				· · · · · · · · · · · · · · · · · · ·	222014	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,					
-	əti		,		EMILIO C. GARCIA JR. Ratee						
-	£ 2021	0 NAC	,		EMILIO C GARCIA IB						
	_				TZOZ 'ƏU	nt or Yreun	asures for the period Ja	in accordance with the indicated me	ang rargers	woilot ant to	
			tuəm	niette ant n	o beter and agrees to be rated o			ENGINEERING ASSISTANT A			I, EMILIO C. GARC
			-	, ,	, , , , , , , , , , , , , , , , , , , ,						

- Poor (P) - failed to deliver most target by 50% and below

- Unsatisfactory (US) - only met 51% to 99% target

1,00-1,99

2,00-2,99

Strategic Performance Management System (SPMS)

Individual Performance Commitment and Review (IPCR)

				Adjectival		Q1- Quality	
					ring Scale:	15A	egend:
	TO S. MIGUEL Nanager A	ENGR. ANGELI Regional M			ENGR. GAUDENCIO M. DE VERA Divisio Manager A, Pangasinan IMO		
Date:		Final Rating by:	Date:	1	γενες βάντης:	Date:)iscussed with:
					t Purposes	or Developmen	comments and Recommendations
							INAL AVERAGE RATING
·		T			neetings/coordinations meetings.	u	(%0£)
					PORT FUNCTIONS 1. Attend and participate in atleast <u>6</u> pre-con		
					La contraction de la contracti		
		T i i i i i i i i i i i i i i i i i i i			oposed projects.	of atleast <u>8</u> pr	
					s conduct of measurements and survey works		
		1				reports).	
					eeded in the project construction (<u>6</u> monthly		
`					bns (gnitzət) zlsinətsm fo znoitiziup	projects). 3. Prepare req	
					ntract works for adherence to plans, and submit accomplishment reports (<u>6</u>	CORE FUNCTIONS (70%)	
					going construction and rehabilitation of caryy- ent project assigned and bring to completion e end of June, 2021 (<u>6</u> projects).	over and curre	
(S)	(1	b)	(ε)	<u></u>	(z)	*************	(1)
DZ + 0 NAC			ENGR. ANGELITO Regional Man		1202 P 0 11 <u>7</u> 1	↑ NEBY	ENGR. GAUDEN COM. DE
Date:		`		Approved by:	Date:		Reviewed by:
	ətsQ		БэйвЯ				
1	JAN 0 4 202	/	BILLY R. INDSUMI	-			
		the attainment	commit to deliver and agrees to be rated or $oldsymbol{\Lambda}$		A shiA gnineering Aide A A shiA gnineering Aide Aide Aide Aide Aide Aide Aide Aide		I' BIFTA B' KN2C

- Poor (P) - failed to deliver most target by 50% and below

- Very Satisfactory (VS) - target exceeded by 15% to 29%

- Unsatisfactory (US) - only met 51% to 99% target

- Satisfactory (S) - met 100% to 114% target

- Outstanding (o) - target exceeded by 30%

1'00-1'66

2,00.2,99

66.E-00.E

66'⊅-00'ħ

00'9

A4- Average

zsəniləmiT -£T

E2- Effeciency

Strategic Performance Management System (SPMS)

			%0£ vd babaacx	Adjectival - Adjectival - target e	Imerical Or)'S ¹N	O1- Guality S2- Effeciency
				(a second secon	ring Scale:		:puəß
	A 19geneM I	ยาเบเลือน		T OMILUPI	Division Manager A, Pangasin		A 199nign3
	ELITO S. MIGUEL				ENGR. GAUDENCIO M. DE		DAVE M, LAGUNDI
Date:		Final Rating by:	:91sC		:yd bəssəsə	Date:	scussed with:
					Lui hoses	n Developing	nments and Recommendations fo
					500001110	1000000	AL AVERAGE RATING
					<u></u>		
						SRIP Project sei	
					dumuloc and bayaoas Srip Project of cadastral map with names of land owners for		(%0€)
	1.				vith the IA/LGU in Identifying Land Owners for the		SUPPORT FUNCTIONS
						road cy 2020 p	SIVOLESIVI EL L'ACAGITA
					on meeting for access road oF Srip Project access	1.Pre-Constuct	
					nt of on going project (Cy 2018, Cy 2019 and Cy	7070) vccombnanne	
					ume computation program over actual		
					eroject construction (1 monthly report).	needed in the p	
					sinemqiupa bna (gritset) slairetam to snoitisi	3. Prepare requ	OKE ŁONCLIONS (20%)
						SRIP Cy 2020 P	
					me estimate, earthwork computation of Bayaoas		
		i			lonitor of on going Project Activity Dumuloc Srip IP Project (Cy 2020)		
(5)	(+)		(ε)		(S)	A / Columbia D	(τ)
		The state of the state of					
PO NAC		A Park	E NGR. ANGELITO Regional Maj		~ NEWER		A 1938 A
' ' ''''		MIGNE	ENGR. AMELITO		1202 ¥ 0 NYD	Va 3N	ENGR. GAUDENCIO M. DE
Date:				Approved by:	Date:		viewed by:
	Date		Ratee	······································			
		,	DAVE M. ((AGUNDI	_			
51	JAN 04 20	,	My court,				
			uary to June, 2021		m betseibni edt diw eance with the indicated me		
	1	n the attainmen	commit to deliver and agrees to be rated o	OF Pangasinan Inu,	ENGINEER A	' ION	I) DAVE M. LAG

- Poor (P) - failed to deliver most target by 50% and below

- Very Satisfactory (VS) - target exceeded by 15% to 29%

- Unsatisfactory (US) - only met 51% to 99% target

- Satisfactory (S) - met 100% to 114% target

1.00-1.99

2.00.2.99

86.E-00.E

66.4-00.4

9g619VA -PA

T3-Timeliness

(SM92) matsy2 triemagenaM eonamiohe9 olgafarf?

Individual Performance Commitment and Review (IPCR)

				- Outstanding (o) - target exceeded by 30%			00'		E2- Effeciency	
						lectival		ating Scale: lumerical		gend: Q1- Quality
		SELITO S. nai Manag	ENGR. AN			ĺ	ENGR. GAUDENCIO M. DE VER. Divisio Manager A, Pangasinan IM			LORD VISMONT R. PAPA A Senior Engineer A
Date:		:/	Final Rating b		Date:			Assessed by:	Date:	cnased with:
	· · · · · · · · · · · · · · · · · · ·								Purposes	mments and Recommendations for Development
										AL AVERAGE RATING
								SALIZED DUZ DUD 1CT 1A	hioleca auc	
							ocoordination meetings for	d participate in atleast <u>1</u> 1 ler 1st and 2nd District.		
							nce on all CY 2021 projects.	re-construction confere	2. Conduct p	SUPPORT FUNCTIONS (30%)
							mpletion Report (PCR) for	reparation of Project Col		
				· · · · · · · · · · · · · · · · · · ·			7-3 (d)d) #1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-	-34-1-43		
				· · · · · · · · · · · · · · · · · · ·			d gather technical data for	aw irrigation projects and		
								d other mechanical engii imdus bns tammistani e	materials an Jis gnibuloni	
							to assess progress of project of field reports and submit monthly		implementa	COKE LONGLIONS (20%)
							auses adequacy of work force to and current projects by the end of	lule, cost estimate and ca etion 80% of carry-over a	target schec bring compl June, 2021.	
							roject evaluation with respect to			
							District of Pangasinan)	AntiqubA egined.	pe Cilmate	SERVIECIC SKIORILA\ LHEME S
(s)		(4)		7	(ε)		of sassort wobsultrit to notisansm	Z)		(1)
(4)		;		• · · · · · · · · · · · · · · · · · · ·						
SOS PO NAU				ENGR. ANGELLI Regional Ma				an Allyco		ENGR. GAUDENCIO M. DEVERA Division Manager A
SUL PU CERC				P				1502 D O WAD		
Date:						Approved by:		Date:		viewed by:
100	O 4 2		/	AdA 1.8 The Mayor of De Tated Again TR. PAPA Bakes	TZ07		A resgineer A e with the indicated measures for th			I, LORD VISMONT R. PAPA

- Poor (P) - failed to deliver most target by 50% and below

- Very Satisfactory (VS) - target exceeded by 15% to 29%

- Satisfactory (2) - met 100% to 114% target - Unsatisfactory (20) - only met 51% to 99% target

T3- Timeliness A4- Average

7'00-7'66 7'00-7'66

96,E-00,E

4'00~4'66

Individual Performance Commitment and Review (IPCR)

·					a pA 30%	эрэээхэ	Adjectival - (o) sussetter		Rating Scale: Numerical 5.00		.gend: Q1- Quality E2- Effeciency
	ENGR. ANGELITO S. MIGUEL Regional Manager A				ENGR. GAUDENCIO M. DE VERA Division Managet A, Pangasinan IMO					OĐARQ ,q qUING A finstsizzA gni199nign3	
Date:			:yd gni	Final Rat		Date:			-γd bəssəssA	Date:	idiw bessuosi
									səsod.	ng tramqolavaC	omments and Recommendations for I
								· · · · · · · · · · · · · · · · · · ·			NAL AVERAGE RATING
	·							suoinsv no sgnitaam noitsnik	attend atleast 10 coor	2. Participate & projects.	(0/ 05) CNOTTONIOT TAO 110
								of at least 20 projects by the end	sure accomplishment	1. Survey & mea of June 2021.	DPPORT FUNCTIONS (30%)
	***************************************					P# (
. *								f proposed projects (15 projects)		2. Computing & by the end of Ju	CORE FUNCTIONS (70%)
		:						seltivitas galggstoee to toubno	or CY 2022 projects & the end of June 2021.		
(5)		(1/2)	1	(ε)			(z)		(τ)
							n de la companya de La companya de la co				
JAN 0 4 202					ENGR. ANGELI Regional N			ISOS & O NA	r		ENGR. GAUDENGIO M. DE Division Manager A
Date:				-			Approved by:		Date:		eviewed by:
,	4 202	0 NAL	/		GONDA AQUINA						
		juət	nniette 9	lt no bət	t to deliver and agrees to be ra			IEERING ASSISTANT A nce with the indicated measure			і, РАІІІР Р. РЯ.

- Poor (P) - failed to deliver most target by 50% and below

- Very Satisfactory (VS) - target exceeded by 15% to 29%

- Unsatisfactory (US) - only met 51% to 99% target

- Satisfactory (S) - met 100% to 114% target

- Outstanding (o) - target exceeded by 30%

AA- Average

zsəniləmiT -ET

1,00-1,99

2,00-2,99

86,8-00,8

66,4-00,4

	Adjectival Adjectival - Outstanding (o) - target exceeded by 30%			Numerical 5,00		Q1- Quality E2- Effeciency		
						Rating Scale:		
7:	SELITO S. MIGUE al Manager A				ENGR. GAUDENCIO M. DE VERA Divisio Manager A, Pangasinan IMO			WARLITO M. PRESTO Aupervising Engineer A
Date:		Final Rating by		Date:		Wesessed bγ:	Date:	ед міґр:
							səsodund 1	nts and Recommendations for Developmen
								VERAGE RATING
						der 5th and 6th Distri		
					st <u>10</u> coordination meetings for	nd participate in atlea	3. Attend at	
					Ference on all CY 2021 projects.	pre-construction conf	Z, Conduct I	UPPORT FUNCTIONS (30%)
					t Completion Report (PCR) for	oreparation of Project projects (<u>20</u> PCRs).	I	
								w
					s and gather technical data for	ew irrigation projects :udy (3 projects).		
					of steel fabrication works, construction engineering works implemented by NIA smit reports/findings.	other mechanical	materials ar	
					ion to assess progress of project acy of field reports and submit monthly :5).	perlodic field inspecti	Z. Conduct implements	COKE EUNCTIONS (70%)
					of project evaluation with respect to nd causes adequacy of work force to ver and current projects by the end of	dule, cost estimate ar letion 80% of carry-o <i>v</i>	target sche	
					h & 6th District of Pangasinan)	REA ENGINEER OF 54	IA)	
					of stanford notinging to noticinamining	Change Adaptive. Change Adaptive and M		SATEGIC PRIORITY/ THEMES
(2)	(4)		. (8	;)	(5)			(1)
PO NYC		/ // 1	ENGR. ANGELIT Regional M		12	UZ DO NYO		ENGR. GAUDENCO M. DE VERA Division Managet A
		4		bbroved by:	V	Date:		ед рл:

- Poor (P) - failed to deliver most target by 50% and below

- Very Satisfactory (VS) - target exceeded by 15% to 29%

- Unsatisfactory (US) - only met 51% to 99% target

- Satisfactory (S) - met 100% to 114% target

98619VA -PA

ts-Timeliness

£2- Effeciency

66'T-00'T

2,00-2,99

8,00-3,99

4'00-4'66

Individual Performance Commitment and Review (IPCR)

Strategic Performance Management System (SPMS)

Numerical Q1- Quality :puəßəŋ Rating Scale: Regional Manager A Division Manager A, Pangasinan IMO A reenign3 ENGR. ANGELITO S. MIGUEL ENGR. GAUDENCIO M. DE VERA ARNULFO R. SISON Date: Final Rating by: :eteG :yd bessessA Date: Discussed with: Comments and Recommendations for Development Purposes FINAL AVERAGE RATING Assist Survey Team from time to time by the end of June 2021. (%0E) SUPPORT FUNCTIONS Coordinate with the IA/LGU by the end of June 2021. the end of June 2021. Monitoring & Supervision of Project Assigned from time to time by deadline by the end of June 2021. Conduct/Validate and Field Investagation (2 Projects) before the Pangasinan by the end of June 2021. Assist the survey team for the proposed projects of 6th District of COKE LONGLIONS (20%) deadline by the end of June 2021. Compute volumes per item of work in various projects before the District of Pangasinan to be completed by the end of June 2021. Supervised 5 CY 2019 on-going, various projects/activitles of 6th District of Pangasinan to be completed by the end of June 2021. Supervised 5 CY 2018 on-going, various projects/activities of 6th Division Manager A Regional Manager A JAN 0 4 2021 ENGR. GAUDENCIO M. DE VERA ENGR. AMGELTTO'S, MIGUEL Reviewed by: Approved by: Ratee иогіг о в. **зізо**и JAN 0 4 2021 of the following targets in accordance with the indicated measures for the period January to June, 2021. of Pangasinan IMO, commit to deliver and agrees to be rated on the attainment ENGINEERING ASSISTANT A ARNULFO R. SISON

- Poor (P) - failed to deliver most target by 50% and below

- Very Satisfactory (VS) - target exceeded by 15% to 29%

- Unsatisfactory (US) - only met 51% to 99% target

- Satisfactory (5) - met 100% to 114% target

- Outstanding (o) - target exceeded by 30%

98619VA -₽A

t3- Timeliness E2- Effeciency

1.00.1.99

2,00-2,99

66.E-00.E

66.4-00.4

Strategic Performance Management System (SPMS)

Individual Performance Commitment and Review (IPCR)

				- Satisfactory (S) - met 100	66'8-00		эдвтэvА -₽А
			irget exceeded by 15% to 29%		66.4-00	-	T3- Timeliness
			%0£ yd bebeeded by 30%	- Outstanding (o) - target	00		K2- Effeciency
				Adjectival	umerical		yalley O.1.
<u></u>					ıçing Scale:	38	regend:
	al Manager A	kegion		OMI UE	nizagna (A naganaM noizivid		Engineer A
·	SELITO S. MIGUEL			1	ENGK, GAUDENCIO M. DE Y		SHAIRA MAE M. SISON
Date:	:	Final Rating by	Date:		Assessed by:	Date:	Discussed with:
					caendin i ii	iauidoiavad io	Comments and Recommendations f
					percentage 4c	16mgolevier 10	FINAL AVERAGE RATING
							SMILVE JOVEDAV TVILL
					ast 3 no. of coordination meetings.	3. Attend at le	
					rission to Administrative Unit.	(DTR) for subn	(%0£)
					HR requiremnets of engineering unit personnel		SUPPORT FUNCTIONS
					st 60 documents to all signatories.	1. Route at lea	
					cking/securing necessary documents as the claims/vouchers of atleast 80 projects.		
· · · · · · · · · · · · · · · · · · ·	<u> </u>				32 3400m130p /u2330300 20m1300 / 20m	ada ai taiaa C	
					ceive all documents (incoming and outgoing) for on the side of the control of the		COKE FUNCTIONS (70%)
			1		uction and engineering unit.	ror the constru	
			_		pare at least 30 reports, communications & letters		
(5)	(b)		(ε)		(Z)		(1)
SHAMELE							
		A/1986h	sM Isnoig9A		0.50.54%		A 10gsn M noisiviQ
S & O NAC			ENGR. AMGELIÚ		TAN 0 4 2021	VERA	еиев. едиреифо м. ре
						-	
Date:				Approved by:	Date:		Reviewed by:
	Date		əətsA				
, i	JAN 0 4 202	/	SHAIRA MAE M. SISON				
	· · · · · · · · · · · · · · · · · · ·		, <u>, , , , , , , , , , , , , , , , , , </u>	asures for the period lan	am betsoibni eht hith vith the indicated me	or the followi	
	, ju	on the attainme	commit to deliver and agrees to be rated		DATA ENCODER) SHAIRA MAE M.
		- *-		_ -			

- Poor (P) - failed to deliver most target by 50% and below

- Unsatisfactory (US) - only met 51% to 99% target

1.00-1.99

2.00.2

Strategic Performance Management System (SPMS)

Individual Performance Commitment and Review (IPCR)

Numerical Q1- Quality :puəßəŋ Rating Scale: Regional Manager A Division Manager A, Pangasinan IMO Engineer A (G.E.) ENGR. ANGELITO S. MIGUEL ENGR. GAUDENCIO M. DE VERA **MANILYN M. VILLANUEVA** Final Rating by: Date: :yd bessessA Date: Discussed with: Date: Comments and Recommendations for Development Purposes FINAL AVERAGE RATING Agricultural Development Project. . Consolidation-compilation of documents for Mabini .etbolonq J. Site validation and Inspection of National and Communal (%0£) SUPPORT FUNCTIONS 3. Participate and attend atleast 6 coordination meetings on SRIP 2. Assist in processing of ECC for 2 SRIP projects. 1. Assist in securing DENR permits for 2 SRIP projects. 7. Plot 10 topographic map of proposed communal projects. 6. Plot 1 topographic map of Dumoloc SRIP. 5. Review computation data of 1 survey work for Dumoloc SRIP. I. Conduct 1 reconnaisance survey for Dumoloc SRIP. CORE FUNCTIONS (70%) Supervise/ conduct survey works for the 20 proposed projects. levelling network of 20 projects. 2. Review computation of traverse, side shot and differential or CY 2022 in establishing triangulation and transverse network. Evaluate reconnaisace survey of 20 proposed irrigation projects (1) Regional Manager A Division Manager A HAN OF 2021 ENGE. ANGELING S MIGUEL ENGR. GAUDEN(GIO M. DE VERS Date: Approved by: Date: Reviewed by: Ratee 17V 0 4 2021 AV3UNAJJIV M NYJINAM of the following targets in accordance with the indicated measures for the period January to June, ZOZ1. of Pangasinan IMO, commit to deliver and agrees to be rated on the attainment Engineer A (G.E.)) MANILYN M. VILLANUEVA

- Poor (P) - failed to deliver most target by 50% and below

- Very Satisfactory (VS) - target exceeded by 15% to 29%

- Unsatisfactory (US) - only met 51% to 99% target

- Satisfactory (S) - met 100% to 114% target

- Outstanding (o) - target exceeded by 30%

£,00.1.99

2.00-2.99

66.E-00.E

4.00.4,99

00.2

00.veЯ S00m103-TNI-MIO-OMIG-AIN

A4- Average

zsəniləmiT -£T

E2- Effeciency