



**EXECUTIVE ORDER NO. 22**  
Series of 2025

**REORGANIZING THE PERFORMANCE MANAGEMENT TEAM  
OF THE MUNICIPAL GOVERNMENT OF LOS BANOS**

**WHEREAS**, the Civil Service Commission (CSC), as the central human resource management agency of the Philippine Bureaucracy, is constitutionally mandated to adopt measures to promote morale, efficiency, integrity, responsiveness and courtesy in the civil service, and tasked to institutionalize a management climate conducive to public accountability;

**WHEREAS**, the CSC issued Resolution No. 1200481 dated March 16, 2012 and Memorandum Circular No. 6, Series of 2012, prescribing the Guidelines in the Establishment and Implementation of Agency Strategic Performance Management System;

**WHEREAS**, there is a need to reorganize and replace the members of the Performance Management Team (PMT) who are no longer connected to the organization as a result of the change of administration due to the May 12, 2025 National and Local Elections;

**NOW, THEREFORE, I, NEIL ANDREW N. NOCON**, Mayor of the Municipality of Los Baños, by virtue of the powers vested in me by law, do hereby order the following:

**Section 1. REORGANIZATION AND COMPOSITION.** The PMT is hereby reorganized and composed of the following:

Chairperson	Atty. Virgilio A. Tiongson, Jr.	Municipal Administrator
Members	Ms. Miraflor O. Tado	MGDH (HRMO)
	Ronell B. Alcachupas	Municipal Accountant
	Joyce Ann Mae L. Del Valle	Acting Mun. Budget Officer
	Engr. Ricky R. Estopace	Municipal Engineer
	Dr. Alvin A. Isidoro	Municipal Health Officer
	Twila T. Torres	MPDC
	Maria Luisa G. Diaz	Municipal Treasurer
1 <sup>st</sup> Level Representatives:		
Principal		
	Ana Victoria R. Alcaria	Clerk II, Municipal Budget Office
Alternate		
	Johdi Katrin M. Surmann	Clerk I, Mun. Health Office
2 <sup>nd</sup> Level Representatives:		
Principal		
	Janice C. Sombillo	Information Systems Analyst II Information Communication System Office

Alternate  
Revilyn D. Perez

Tourism Operations Assistant  
Municipal Tourism Office

Secretariat                      Human Resource Management Office  
   Municipal Planning and Development Office

## **Section 2.    FUNCTIONS AND RESPONSIBILITIES**

### **a) Performance Management Team**

- i. Sets consultation meetings of all heads of offices for the purpose of discussing the targets set in the office performance commitment and rating form;
- ii. Ensures that office performance targets and measures, as well as the budget are aligned with those of the agency and the work distribution of all offices/units is rationalized;
- iii. Recommends approval of the office performance commitment and rating to the Head of Agency;
- iv. Acts as appeals body and final arbiter for performance management issues of the agency;
- v. Identifies potential top performers and provide inputs to the Program on Awards and Incentives for Service Excellence (PRAISE) Committee for grant of awards and incentives;
- vi. Adopts its own internal rules, procedures and strategies in carrying out the above responsibilities including schedule of meetings and deliberations, and delegation or authority to representatives in case of absence of its members.

### **b) Secretariat**

- i. Monitors submission of Office Performance Commitment and Review (OPCR) Form and schedule the review/evaluation of Office Commitment by the PMT before the start of performance period.
- ii. Consolidates, reviews, validates and evaluates the initial performance assessment of the heads of offices based on reported office accomplishments against success indicators and the allotted budget against the actual expenses. The result of the assessment shall be the basis of PMT's recommendation to the Head of Agency who shall determine the final office rating.
- iii. Conducts an agency performance planning and review conference annually for the purpose of discussing the office assessment for the preceding performance period and plans for the succeeding rating period with concerned heads of offices. This shall include participation of the finance offices as regards budget utilization.
- iv. Provide each office with the final office assessment to serve as basis of offices in the assessment individual staff members.

### **c) Human Resource Management Office**

- i. Monitors submission of Individual Performance Commitment and Review (IPCR) Form by heads of offices;
- ii. Reviews the Summary List of Individual Performance Rating to ensure that the average performance rating of employees is equivalent to or not higher than the Office Performance Rating as recommended by the PMT and approved by the Head of Agency;



- iii. Provides analytical data on retention, skill/competency gaps, and talent development plans that align with strategic plans;
- iv. Coordinates developmental interventions that will form part of the HR Plan.

d) Heads of Offices

- i. Assumes primary responsibility for performance management in his/her office.
- ii. Conducts strategic planning session with the supervisors and staff and agree on the outputs that should be accomplished based on the goals/objectives of the organization and submits the OPCR Form to the Planning Office.
- iii. Reviews and approves employee's IPCR Form for submission to the HRMO before the start of the performance period.
- iv. Submits quarterly accomplishment report to the Planning Office based on the PMS calendar.
- v. Does initial assessment of office's performance using the approved OPCR Form.
- vi. Determines final assessment of performance level of the individual employees in his/her office based on proof of performance.
- vii. Informs employees of the final rating and identifies necessary interventions to employees based on the assessment of developmental needs.

**Section 3. REPEALING CLAUSE.** All orders or issuances inconsistent with the provisions of this Executive Order are hereby repealed, superseded or modified accordingly.

**Section 4. EFFECTIVITY.** This Executive Order shall take effect immediately.

**DONE** this 20<sup>th</sup> day of August, 2025 at Los Baños, Laguna.

  
**HON. NEIL ANDREW N. NOCON**  
Municipal Mayor