

February 09, 2022

## MEMORANDUM

**FOR** 

:

The Regional Executive Director

DENR MIMAROPA Region

THRU

The Assistant Regional Director for Management Services

FROM

:

The OIC-PENR Officer

SUBJECT

SUBMISSION **OF** INDIVIDUAL **PERFORMANCE** 

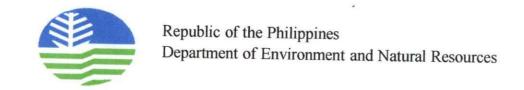
COMMITMENT AND REVIEW (IPCR) WITH RATINGS FOR JULY TO DECEMBER 2021 WITH MONTHLY AND

QUARTERLY JOURNAL

In compliance to your Memorandum dated January 7, 2022, submitted are the Individual Performance Commitment and Review (IPCR) with ratings covering the period of July to December 2021 of personnel of PENRO Marinduque with the attached monthly and quarterly accomplishment reports/monitoring journals.

Enclosed is the USB Flash Drive containing the IPCR with ratings saved in Portable Document Format (PDF) file.

For information and record.



## SUMMARY LIST ON THE SUBMISSION OF INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR) WITH RATINGS FOR JULY TO DECEMBER 2021 WITH JOURNAL

a service o	NAME OF THE OWNER OWNER OF THE OWNER OWNE	WITH SUBMISSION			
1	NAME OF EMPLOYEE	POSITION/DESIGNATION	FINAL AV	FINAL AVERAGE RATING	
1	Abiang, Amado J.	Forester II/ Chief, Enforcement Unit	4.230	Very Satisfactory	REMARKS
2	Alcober, Nilo L.	Administrative Officer I (Supply Officer)/ Chief, General Services Unit	4.456	Very Satisfactory	July - September 202
3	Aldovino, Andrew E.	Administrative Officer I (Cashier)/ Chief, Cashiering Unit	4.252	Very Satisfactory	With Monthly Journa
4	Bronce, Jerahmeel L.	Forest Ranger	4.250		With Monthly Journa
5	Bundoc, Aleth C.	Community Development Officer II/ Chief, Conservation and Development Section	4.455	Very Satisfactory	With Monthly Journa
6	Constantino, Blesilda A.	Administrative Aide VI	4.238	Very Satisfactory	With Quarterly Journ
7	Diaz, Simeon R.	Land Management Officer III/ Chief, Regulation and Permitting Section	4.460	Very Satisfactory	With Monthly Journa
8	Donato, Maricel C.	Forest Technician II	4.000	Very Satisfactory	With Quarterly Journa
9	Estrella, Randy N.	Forest Ranger		Very Satisfactory	With Monthly Journal
10	Fandialan, Florante G.	Forest Ranger	4.270	Very Satisfactory	With Monthly Journal
11	Feliciano, Anidel M.	Administrative Officer IV (Budget Officer)/ Chief, Budget Unit	4.270	Very Satisfactory	With Monthly Journal
12	Feliciano, Judie Ann M.	Project Evaluation Assistant I (Casual)	4.485	Very Satisfactory	With Monthly Journal
13	Fulgencio, Vernadette C.	Forest Technician II	4.376	Very Satisfactory	With Monthly Journal
14	Jamilla, Arlene A.	Administrative Assistant II (Bookkeeper)	4.067	Very Satisfactory	July - September 2021
15	Jamola, Lorna C.	Utility Worker II	4.346	Very Satisfactory	With Monthly Journal
16	Lastra, Maria Lourdes P.	Land Management Officer II/ Chief, Patents and Deeds Unit	4.361	Very Satisfactory	With Monthly Journal
17	Leaño, Brian Iñigo F.	Forest Technician I	4.250	Very Satisfactory	With Monthly Journal
18	Lozada, Mark Ryan S.	Information Systems Analyst II/ Chief, ICT Unit	4.109	Very Satisfactory	With Monthly Journal
19	Lucernas, Leopoldo G.	Forest Ranger	4.671	Very Satisfactory	With Monthly Journal
20	Macunat, Ericka L.	Administrative Aide VI	4.152	Very Satisfactory	With Monthly Journal
21	Magculang, John Andrew M.	Forest Technician I	4.458	Very Satisfactory	With Monthly Journal
22	Mahayag, Jelomy H.		4.109	Very Satisfactory	With Monthly Journal
23	Manoos, Julius Mark L.	Forester I/ Chief, Wildlife Resource Permitting Unit/ PENRO Public Affairs Officer	4.333	Very Satisfactory	With Monthly Journal
24	Maranan, Michael Joseph A.	Forest Technician I	4.119	Very Satisfactory	With Monthly Journal
25	Mariposque, Romm L.	Forest Ranger	4.208	Very Satisfactory	With Monthly Journal
26	Martinez, Danilo L.	Administrative Aide IV (Driver/Mechanic)	3.875	Satisfactory	With Monthly Journal
27	Matining, Ronald M.	Forester II/ Chief, Biodiversity Conservation Unit/ SPA/IPT Focal	4.166	Very Satisfactory	With Monthly Journal
	Interming, Kollaid IVI.	Mathematician Aide II	4.134	Very Satisfactory	With Monthly Journal

29 Mercado, Don Gibson D. Forester I/ Chief, Forest Resource Utilization Unit 4,545 Very Satisfactory With Migraes, Paul Brian D. Forester I/ Chief, Water Resource Utilization Unit 4,009 Very Satisfactory With Migraes, Paul Brian D. Forest Fichmical III (United, Coastal Resource & Foreshore Management Unit 4,158 Very Satisfactory With Migrae, May Victoria G. Land Management Inspector (February Miller) (Institution) (In	28 Medenilla, Jhonna L	iza S	W. O.			
30 Mijares, Paul Brian D. Forester I/ Chief, Vostar Resource Utilization Unit 4.088 Very Satisfactory With Minay, Oliver R. Forest Technician II/ Chief, Coastal Resource & Foreshore Management Unit 4.158 Very Satisfactory With Minay, Oliver R. Administrative Ad	29 Mercado Don Giber		er II/ In-Charge, Planning Section	4.545	Very Satisfactory	With Quarterly Journa
Minay, Oliver R   Forest Technician II   Chief, Water Resource Unitration Unit   4.009   Very Satisfactory   With   32   Munar, Manoel Christian S   Administrative Officer I (Records Officer) Chief, Record Management Unit   4.158   Very Satisfactory   With   33   Nery Satisfactory   With   34   Osicos, Nonita M   Administrative Officer I (Records Officer) Chief, Record Management Unit   4.363   Very Satisfactory   With   34   Osicos, Nonita M   Administrative Aide VI   4.404   Very Satisfactory   With   4.405   Very Satisfactory   With   4.406   Very Satisfactory   With   4.407   Very Satisfactory   With   4.408   Very Satisfactory   With   4.409   Very Satisfactory   With   4.409   Very Satisfactory   With   4.400   Very Satisfactory   Wi			et, Forest Resource Utilization Unit	4.288		With Quarterly Journa
Administrative Officer   Cheek, Record Management Unit   4.158   Very Satisfactory   With   3.15   Very Satisfactory   With   4.15   Very Sa		Torestor i/ Cine	et, Water Resource Utilization Unit	4.009		With Monthly Journal
33 Nieva, Ma Victoria G		Forest Technici	ian II/ Chief, Coastal Resource & Foreshore Management Unit	4.158		With Monthly Journal
Administrative Aide VI   Administrative Officer I/ Chief, Monitoring and Evaluation Unit   Administrative Officer VI   Administrative Officer	,		Officer I (Records Officer)/ Chief, Record Management Unit	4.363		With Monthly Journal
35 Oyong, Heidy L. Planning Officer I/ Chief, Monitoring and Evaluation Unit 4.308 Very Satisfactory With 36 Paez, Wilson R. Forest Technician I 4.200 Very Satisfactory With 4.308 Very Satisfactory With 4.308 Pantoja, Randy R. Forest Technician I 4.200 Very Satisfactory With 37 Parafiaque, Maria Elena M. Forest Technician I 4.322 Very Satisfactory With 4.324 Very Satisfactory With 4.325 Very Satisfactory With 4.325 Very Satisfactory With 4.326 Very Satisfactory With 4.326 Very Satisfactory With 4.327 Very Satisfactory With 4.328 Very Satisfactory With 4.329 Very Satisfactory With 4.320 Ver			nent Inspector/ Executive Assistant, Office of the PENRO	4.464		With Monthly Journal
Section   Palacios Research   Palacios Research   Porest Technician   Porest Porest I Unity Management & Conservation Unity NGP Coordinator   Postoral, Joseph P. Porester I Unity Management & Conservation Unity NGP Coordinator   Postoral, Joseph P. Porester III Unity Management & Conservation Unity NGP Coordinator   Postoral, Joseph P. Porester III Unity Postoral, Joseph P. Porest Technician   Porest Polacion   Postoral, Posto		Administrative	Aide VI	4.409	Very Satisfactory	With Monthly Journal
Palacios, Eden P.   Administrative Officer IV (HRMO) Chief, Administrative Section   4.240   Very Satisfactory With	-70,,	Planning Office	er I/ Chief, Monitoring and Evaluation Unit	4.308		With Monthly Journal
Administrative Officer IV (HRMO)/ Chief, Administrative Section 4.413 Very Satisfactory With 38 Pantoja, Randy R. Forest Technician I 4.322 Very Satisfactory With 4.323 Very Satisfactory With 4.324 Pastoral, Florencio F. Forester III/ Chief, Monitoring and Enforcement Section 4.560 Very Satisfactory With 4.325 Very Satisfactory With 4.326 Very Satisfactory With 4.326 Very Satisfactory With 4.327 Very Satisfactory With 4.327 Very Satisfactory With 4.328 Very Satisfactory With 4.329 Pelaez, Corazon R. Forest Technician I 4.304 Very Satisfactory With 4.329 Pereda, Ricky DL. Forest Technician I 4.304 Very Satisfactory With 4.320 Very Satisfactory Wit						With Monthly Journal
Parahaque, Maria Elena M.   Forestr I Chine; Forest Management & Conservation Unit/ NGP Coordinator   4.322   Very Satisfactory   With		Administrative	Officer IV (HRMO)/ Chief, Administrative Section			With Quarterly Journal
Pastoral, Florencio F.   Forester III Chief, Forest Management & Conservation Unit/ NGP Coordinator   4.383   Very Satisfactory   With						With Monthly Journal
Pastoral, Jocelyn P.   Administrative Assistant I (Computer Operator)   4.560   Very Satisfactory   With			f, Forest Management & Conservation Unit/ NGP Coordinator			With Monthly Journal
Administrative Assistant I (Computer Operator)  4.397 Very Satisfactory With  43 Pereda, Ricky DL. Forest Technician I  4.304 Very Satisfactory With  44 Peregrin, Almer L. Forest Ranger  4.240 Very Satisfactory With  45 Pergis, Alvin L. Ecosystems Management Specialist I  4.048 Very Satisfactory With  46 Pernia, Lorena R. Administrative Aide VI  48 Recto, Emeterio M. Senior Ecosystems Management Specialist/ PASu, Marinduque Wildlife Sanctuary  48 Recto, Emeterio M. Senior Ecosystems Management Specialist/ PASu, Marinduque Wildlife Sanctuary  49 Ricafrente, Luciana M. Special Investigator I  50 Ricohermoso, Armando C. Engineering Aide  51 Rioveros, Rosalina R. Forest Ranger  52 Rosales, Daisy R. Utility Worker I  53 Saet, Lorelyn P. Accountant III/ Chief, Finance Section  54 Sol, Maria Aivy H. Land Management Inspector  55 Sualog, Michael Vencint M. Forest Ranger  56 Telan, Jonathan L. Forest Ranger  57 Villanueva, Roderick S. Park Maintenance Foreman  58 Villavicencio, Sherwin P. Forest Ranger  59 Watiwat, Carlo M. Forest Technician II  50 Very Satisfactory With 51 Forest Ranger  50 Watiwat, Carlo M. Forest Technician II  51 Very Satisfactory With 52 Very Satisfactory With 53 Very Satisfactory With 54 Sol, Maria Aivy H. Land Management Inspector  55 Villanueva, Roderick S. Park Maintenance Foreman  56 Very Satisfactory With 57 Villanueva, Roderick S. Park Maintenance Foreman  58 Villavicencio, Sherwin P. Forest Ranger  59 Watiwat, Carlo M. Forest Technician II		Forester III/ Chi	ief, Monitoring and Enforcement Section			With Mandal Y
Pereda, Ricky DL. Forest Technician I 4.304 Very Satisfactory With 44 Peregrin, Almer L. Forest Ranger 4.240 Very Satisfactory With 45 Pergis, Alvin L. Ecosystems Management Specialist I 4.304 Very Satisfactory With 46 Pernia, Lorena R. Administrative Aide VI 4.388 Very Satisfactory With 47 Radovan, Menchita D. Forest Ranger 4.388 Very Satisfactory With 48 Recto, Emeterio M. Senior Ecosystems Management Specialist/PASu, Marinduque Wildlife Sanctuary 4.421 Very Satisfactory With 49 Ricaffrente, Luciana M. Special Investigator I 4.196 Very Satisfactory With 50 Ricohermoso, Armando C. Engineering Aide 4.333 Very Satisfactory With 51 Rioveros, Rosalina R. Forest Ranger 4.272 Very Satisfactory With 52 Rosales, Daisy R. Utility Worker I 4.366 Very Satisfactory With 53 Saet, Lorelyn P. Accountant III / Chief, Finance Section 4.463 Very Satisfactory With 54 Sol, Maria Aivy H. Land Management Inspector 4.447 Very Satisfactory With 55 Sualog, Michael Vencint M. Forest Technician I 56 Telan, Jonathan L. Forest Ranger 4.231 Very Satisfactory With 57 Villanueva, Roderick S. Park Maintenance Foreman 58 Villavicencio, Sherwin P. Forest Ranger 4.333 Very Satisfactory With 58 Villavicencio, Sherwin P. Forest Ranger 4.333 Very Satisfactory With 59 Watiwat, Carlo M. Forest Technician II		Administrative A	Assistant I (Computer Operator)			With Monthly Journal
Forest Technician I Peregrin, Almer L. Peregrin, Mith. Peregrin, Almer L. Peregrin, Mith. Peregrin, Mith						With Monthly Journal
Pergis, Alvin L. Ecosystems Management Specialist I 4.048 Very Satisfactory With 46 Pernia, Lorena R. Administrative Aide VI 4.310 Very Satisfactory With 47 Radovan, Menchita D. Forest Ranger 4.388 Very Satisfactory With 48 Recto, Emeterio M. Senior Ecosystems Management Specialist/ PASu, Marinduque Wildlife Sanctuary 4.421 Very Satisfactory With 49 Ricafrente, Luciana M. Special Investigator I 4.196 Very Satisfactory With 50 Ricohermoso, Armando C. Engineering Aide 4.333 Very Satisfactory With 51 Rioveros, Rosalina R. Forest Ranger 4.333 Very Satisfactory With 52 Rosales, Daisy R. Utility Worker I 4.272 Very Satisfactory With 53 Saet, Lorelyn P. Accountant III/ Chief, Finance Section 4.463 Very Satisfactory With 54 Sol, Maria Aivy H. Land Management Inspector 4.447 Very Satisfactory With 55 Sualog, Michael Vencint M. Forest Technician I 4.134 Very Satisfactory With 56 Telan, Jonathan L. Forest Ranger 4.231 Very Satisfactory With 57 Villanueva, Roderick S. Park Maintenance Foreman 4.231 Very Satisfactory With 58 Villavicencio, Sherwin P. Forest Ranger 4.333 Very Satisfactory With 59 Watiwat, Carlo M. Forest Technician II			an I			With Monthly Journal
Ecosystems Management Specialist I   4.310   Very Satisfactory   With	8, 3, 3, 3, 2, 2, 2, 2, 2, 2, 2, 2, 2, 2, 2, 2, 2,					With Monthly Journal
Radovan, Menchita D. Forest Ranger 4.429 Very Satisfactory With Recto, Emeterio M. Senior Ecosystems Management Specialist/ PASu, Marinduque Wildlife Sanctuary 4.421 Very Satisfactory With Ricafrente, Luciana M. Special Investigator I 4.196 Very Satisfactory With Investigator I 4.196 Very Satisfactory Investigator Investigator Investigator Investigator Investigat	0 /	Ecosystems Mar	nagement Specialist I			With Monthly Journal
Recto, Emeterio M. Senior Ecosystems Management Specialist/ PASu, Marinduque Wildlife Sanctuary  4.429 Very Satisfactory With Ricafrente, Luciana M. Special Investigator I 4.421 Very Satisfactory With Ricohermoso, Armando C. Engineering Aide 4.333 Very Satisfactory With Rioveros, Rosalina R. Forest Ranger 4.333 Very Satisfactory With Rosales, Daisy R. Utility Worker I 4.272 Very Satisfactory With Saet, Lorelyn P. Accountant III/ Chief, Finance Section 4.463 Very Satisfactory With Sol, Maria Aivy H. Land Management Inspector 4.447 Very Satisfactory With Sol, Maria Aivy H. Forest Technician I 4.447 Very Satisfactory With Telan, Jonathan L. Forest Ranger 4.231 Very Satisfactory With Villanueva, Roderick S. Park Maintenance Foreman 4.231 Very Satisfactory With Villavicencio, Sherwin P. Forest Ranger 4.047 Very Satisfactory With Watiwat, Carlo M. Forest Technician II			Aide VI	<del></del>		With Monthly Journal
49 Ricafrente, Luciana M. Special Investigator I 4.196 Very Satisfactory With 50 Ricohermoso, Armando C. Engineering Aide 4.333 Very Satisfactory With 51 Rioveros, Rosalina R. Forest Ranger 4.272 Very Satisfactory With 52 Rosales, Daisy R. Utility Worker I 4.366 Very Satisfactory With 53 Saet, Lorelyn P. Accountant III/ Chief, Finance Section 4.463 Very Satisfactory With 54 Sol, Maria Aivy H. Land Management Inspector 4.447 Very Satisfactory With 55 Sualog, Michael Vencint M. Forest Technician I 56 Telan, Jonathan L. Forest Ranger 4.231 Very Satisfactory With 57 Villanueva, Roderick S. Park Maintenance Foreman 4.333 Very Satisfactory With 58 Villavicencio, Sherwin P. Forest Ranger 4.047 Very Satisfactory With 59 Watiwat, Carlo M. Forest Technician II				4.400		With Monthly Journal
Ricohermoso, Armando C. Engineering Aide 4.333 Very Satisfactory With Special Investigator I Forest Ranger 4.333 Very Satisfactory With Special R. Forest Ranger 4.272 Very Satisfactory With Special R. Forest Ranger 4.272 Very Satisfactory With Special R. Utility Worker I 4.366 Very Satisfactory With Special R. Special R. Utility Worker I 4.366 Very Satisfactory With Special R. Special R. Special R. Utility Worker I 4.366 Very Satisfactory With Special R. Spe	, 10110110111	Senior Ecosyster	ms Management Specialist/ PASu, Marinduque Wildlife Sanctuary	4.421		With Monthly Journal
Rioveros, Rosalina R. Forest Ranger 4.272 Very Satisfactory With Saet, Lorelyn P. Accountant III/ Chief, Finance Section 4.463 Very Satisfactory With Sol, Maria Aivy H. Land Management Inspector 4.447 Very Satisfactory With Sol, Maria Aivy H. Land Management Inspector 4.447 Very Satisfactory With Forest Technician I 4.134 Very Satisfactory With Satisfactory With Very Satisfactory With		Lonecial investiga	ator I			With Quarterly Journal
Forest Ranger  52 Rosales, Daisy R. Utility Worker I  53 Saet, Lorelyn P. Accountant III/ Chief, Finance Section  54 Sol, Maria Aivy H. Land Management Inspector  55 Sualog, Michael Vencint M. Forest Technician I  56 Telan, Jonathan L. Forest Ranger  57 Villanueva, Roderick S. Park Maintenance Foreman  58 Villavicencio, Sherwin P. Forest Ranger  59 Watiwat, Carlo M. Forest Technician II  50 Watiwat, Carlo M. Forest Technician II  51 Very Satisfactory With		o C. Engineering Aid	e			With Monthly Journal
Saet, Lorelyn P. Accountant III/ Chief, Finance Section  53 Saet, Lorelyn P. Accountant III/ Chief, Finance Section  54 Sol, Maria Aivy H. Land Management Inspector  55 Sualog, Michael Vencint M. Forest Technician I  56 Telan, Jonathan L. Forest Ranger  57 Villanueva, Roderick S. Park Maintenance Foreman  58 Villavicencio, Sherwin P. Forest Ranger  59 Watiwat, Carlo M. Forest Technician II  50 Very Satisfactory With  51 Very Satisfactory With  52 Very Satisfactory With  53 Very Satisfactory With  54 Very Satisfactory With  55 Very Satisfactory With  56 Very Satisfactory With  57 Villavicencio, Sherwin P. Forest Ranger  58 Villavicencio, Sherwin P. Forest Ranger  59 Watiwat, Carlo M. Forest Technician II		Forest Ranger				With Monthly Journal
Sol, Maria Aivy H.  Land Management Inspector  Sualog, Michael Vencint M.  Forest Technician I  Forest Ranger  Very Satisfactory With  Telan, Jonathan L.  Forest Ranger  Very Satisfactory With		Utility Worker I				With Monthly Journal
54Sol, Maria Aivy H.Land Management Inspector4.435Very SatisfactoryWith55Sualog, Michael Vencint M.Forest Technician I4.447Very SatisfactoryWith56Telan, Jonathan L.Forest Ranger4.231Very SatisfactoryWith57Villanueva, Roderick S.Park Maintenance Foreman4.231Very SatisfactoryWith58Villavicencio, Sherwin P.Forest Ranger4.047Very SatisfactoryWith59Watiwat, Carlo M.Forest Technician II4.416Very SatisfactoryWith	, , , , , , , , , , , , , , , , , , , ,	Accountant III/ (	Chief, Finance Section			With Monthly Journal
55Sualog, Michael Vencint M.Forest Technician I4.447Very SatisfactoryWith56Telan, Jonathan L.Forest Ranger4.134Very SatisfactoryWith57Villanueva, Roderick S.Park Maintenance Foreman4.231Very SatisfactoryWith58Villavicencio, Sherwin P.Forest Ranger4.333Very SatisfactoryWith59Watiwat, Carlo M.Forest Technician II4.416Very SatisfactoryWith	7	Land Manageme				With Quarterly Journal
56Telan, Jonathan L.Forest Ranger4.134Very SatisfactoryWith57Villanueva, Roderick S.Park Maintenance Foreman4.231Very SatisfactoryWith58Villavicencio, Sherwin P.Forest Ranger4.333Very SatisfactoryWith59Watiwat, Carlo M.Forest Technician II4.047Very SatisfactoryWith						With Monthly Journal
57Villanueva, Roderick S.Park Maintenance Foreman4.231Very SatisfactoryWith I58Villavicencio, Sherwin P.Forest Ranger4.333Very SatisfactoryWith I59Watiwat, Carlo M.Forest Technician II4.047Very SatisfactoryWith I		Forest Ranger				With Monthly Journal
58Villavicencio, Sherwin P.Forest Ranger4.333Very SatisfactoryWith I59Watiwat, Carlo M.Forest Technician II4.047Very SatisfactoryWith I		Park Maintenance	e Foreman		Very Satisfactory	With Monthly Journal
59 Watiwat, Carlo M. Forest Technician II 4.416 Very Satisfactory With I	, Silei Wil					With Monthly Journal
4.416 Very Satisfactory With	59 Watiwat, Carlo M.		n II		Very Satisfactory	With Monthly Journal
			4.416	Very Satisfactory	With Monthly Journal	
101AL 59				59		

Prepared by:

Effolomen EDEN P. PALACIOS

Administrative Officer IV (HRMO II)

Reviewed by:

GEMMA P. DELOS REYES
In-Charge, Management Services Division

Attested by:

OIC, PENR Officer