



Republic of the Philippines
Department of Environment and Natural Resources
PENRO MARINDUQUE

April 13, 2023

MEMORANDUM

FOR : The Regional Executive Director
DENR MIMAROPA Region

THRU : The Assistant Regional Director for Management Services

ATTENTION : Chief, Planning and Management Division

FROM : The OIC-PENR Officer

SUBJECT : **SUBMISSION OF DIVISION PERFORMANCE
COMMITMENT AND REVIEW (DPCR) RATING FOR
THE SECOND SEMESTER (JULY-DECEMBER) OF
F.Y. 2022 OF THE IN-CHARGE, MANAGEMENT
SERVICES DIVISION OF DENR-PENRO MARINDUQUE**

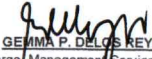
Submitted is the Division Performance Commitment and Review (DPCR) Rating for the Second Semester (July-December) F.Y. 2022 of the In-Charge, Management Services Division Gemma P. Delos Reyes of DENR-PENRO Marinduque based on the Office Performance Commitment and Review (OPCR) with rating.

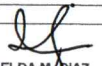
For your information and approval.


IMELDA M. DIAZ

DIVISION PERFORMANCE COMMITMENT AND REVIEW (DPCR)

I, GEMMA P. DELOS REYES, In-Charge, Management Services Division of the DENR- PENRO Marinduque, commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July 2022 to December, 2022.



GEMMA P. DELOS REYES
 In-Charge, Management Services Division
 Date: April 6, 2022

Reviewed by:  IMELDA M. DIAZ OIC-PENRO DENR- PENRO Marinduque	Date:	Date:	Approved by: DONNA MAYOR-GORDOVE, CESO IV Assistant Regional Director for Management Services DENR MIMAROPA Region	Date:					
				<div><div></div>5.0 - Outstanding <div></div>4.0 - 4.99 - Very Satisfactory <div></div>3.0 - 3.99 - Satisfactory <div></div>2.0 - 2.99 - Unsatisfactory</div>					
PI/As	Performance Indicator (Target + Measures)	Allotted Budget	Division/Individual Accountable	Actual Accomplishment	RATING				Remarks
					Q1	E2	T3	A4	
GENERAL ADMINISTRATION AND SUPPORT									
Budget Utilization Rate (BUR)	100% budget utilization rate submitted to RO on or before the 10th day following the end of the year (10 January, 2023)		PENR Officer Chief, Management Services Division - Finance Section Chief, Technical Services Division	86% budget utilization rate submitted to RO on or before the 10th day following the end of the year (5 January, 2023)		5.000	3.990	4.495	Scope of Coverage: COA-DBM Memorandum Circular 2019-1, 2021 Annual BUR all funds (Obligations BUR, Disbursement BUR) MOVs: PENRO- transmittal (through email) to RO-FD Dimensions to Measure: Quality & Timeliness
Submission of Budget and Financial Accountability Reports (BFARs)	8 Budget and Financial Accountability Reports (BFARs) based on DBM-COA Joint Circular No. 2019-01 "Updated Guidelines Relative to Budget and Financial Accountability Report (BFARs) Starting FY 2019" submitted on the prescribed period as follows: * FAR No. 1 (SAAOBD) submitted every 10th day of the succeeding quarter * FAR No. 1A (SAAODBOE) Quarterly Report of Obligations submitted every 10th day of the succeeding quarter * FAR No. 1B (LASA) Quarterly Report of Obligation submitted every 10th day of the succeeding quarter * FAR No. 1-C submitted every 10th of the succeeding quarter * FAR No. 5 (QRROR) submitted every 10th of the succeeding quarter * FAR No. 6 submitted every 10th of the succeeding quarter	6,000	PENR Officer Chief, Management Services Division - Finance Section	Submission Dates: 3rd Quarter - October 5, 2022 4th Quarter - January 4, 2023 Submission Dates: 3rd Quarter - October 5, 2022 4th Quarter - January 4, 2023 Submission Dates: 3rd Quarter - October 5, 2022 4th Quarter - January 5, 2023 Submission Dates: 3rd Quarter - October 3, 2022 4th Quarter - January 5, 2023 Submission Dates: 3rd Quarter - October 3, 2022 4th Quarter - January 5, 2023 Submission Dates: 3rd Quarter - October 3, 2022 4th Quarter - January 5, 2023		5.000	4.123667	4.562	PENRO submit to RO based on the Memo of USEC Teh dated 8 Jan. 2021 Scope of Coverage: Jan. - Dec. 2022 MOVs: PENRO transmittal to RO-FD (through email) Dimensions to Measure: Quality & Timeliness
						5.000	4.066	4.533	
						5.000	3.990	4.495	
						5.000	4.141	4.571	
						5.000	4.066	4.533	
						5.000	3.990	4.495	
						5.000	4.141	4.571	
						5.000	3.990	4.495	
						5.000	3.990	4.495	
						5.000	4.207	4.604	
						5.000	4.424	4.712	
						5.000	3.990	4.495	
						5.000	4.424	4.712	
	5.000	3.990	4.495						
	5.000	4.207	4.604						
	5.000	4.424	4.712						
	5.000	3.990	4.495						
					5.000	3.000	4.000	Scope of Coverage: Jan. - Dec. 2022 MOVs: PENRO transmittal to RO - FD (through email) Dimensions to Measure: Quality & Timeliness	
	* FAR No. 3 Aging and Due and Demandable Obligations (ADDO) on or before the 10th day following the end of the year		PENR Officer Chief, Management Services Division - Finance Section	Submission Date: January 10, 2023		5.000	3.776	4.388	Scope of Coverage: Jan. - Dec. 2022 MOVs: PENRO transmittal to RO - FD (through email) Dimensions to Measure: Quality & Timeliness
	* FAR No. 4 Monthly Report of Disbursement (MRD) submitted on or before the 3rd day of the succeeding month		PENR Officer Chief, Management Services Division - Finance Section	Submission Dates: July - July 28, 2022 August - August 31, 2022 September - October 3, 2022 October - October 27, 2022 November - November 25, 2022 December - January 4, 2023		5.000	4.212	4.606	Scope of Coverage: 2021 CAAR based on the date of issuance by COA MOVs: Agency Action Plan Status of Implementation (AAPS) submitted to RO-FD Dimensions to Measure: Quantity & Timeliness Remarks: 1 Audit Observation was fully implemented as of December 29, 2022 Memo from CO re Updating of the Compliance with the COA CY 2021 CAAR Observation and Recommendations received on October 3, 2022
						5.000	3.495	4.248	
						5.000	3.000	4.000	
						5.000	4.000	4.500	
						5.000	5.000	5.000	
						5.000	2.949	3.975	
Sustained compliance with COA Audit Findings	50% of Prior Year's audit recommendations fully implemented as shown in COA CAAR Status of Implementation of Prior Years' recommendations (Part III) on December 1, 2022 with report submitted to RO		PENR Officer Chief, Management Services Division - Finance Section	100% of Prior Year's audit recommendations fully implemented as shown in COA CAAR Status of Implementation of Prior Years' recommendations (Part III) on December 29, 2022 with report submitted to RO	5.000		2.124	3.562	

PIA/PS	Performance Indicator (Target + Measures)	Allotted Budget	Division/Individual Accountable	Actual Accomplishment	RATING				Remarks
					Q1	E2	T3	A4	
	100% of development activities of all issued Tenorial Instruments updated in eFIS within 15 days upon receipt of the annual accomplishment report		PENR Officer as Approver - Technical Services Division - e-FIS Focal Person as Creator/Encoder Assisted by: Chief, Management Services Division - Planning Section - ICT Unit	100% of development activities of all issued Tenorial Instruments updated in eFIS within 7 days upon receipt of the annual accomplishment report		4.500	4.500	4.500	Scope of Coverage: Existing 25 year tenure instruments with submitted CY 2021 annual accomplishment report and/or Compliance Monitoring Report MOVs: Date receipt and date encoded Dimensions to Measure: Quality & Timeliness
	100% of basic information of all issued Tenure Instruments and Private Tree Plantation Registration updated in the eFIS within 7 calendar days upon receipt of the approved agreement/registration		PENR Officer as Approver - Technical Services Division - e-FIS Focal Person as Creator/Encoder Assisted by: Chief, Management Services Division - Planning Section - ICT Unit	100% of basic information of all issued Tenure Instruments and Private Tree Plantation Registration updated in the eFIS within the day upon receipt of the approved agreement/registration		5.000	5.000	5.000	Scope of Coverage: Newly approved tenure and PTPR MOVs: Date receipt and date encoded Dimensions to Measure: Quality & Timeliness
Formulation and Monitoring of ENR Sector Policies, Plans, Programs and Projects	100% monthly Accomplishment Reports based on targets compliant to the prescribed format submitted to the Regional Office thru the Planning and Management Division every 30th day of the Month	15,000	PENR Officer Chief, Technical Services Division - All Sections - NGP Coordinator/Focal Chief, Management Services Division - Planning Section - All Section Chiefs Protected Area Management Office	100% monthly Accomplishment Reports based on targets compliant to the prescribed format submitted to the Regional Office thru the Planning and Management Division every 30th day of the Month July - July 30, 2022 August - August 31, 2022 September - September 30, 2022 October - October 31, 2022 November - November 30, 2022 December - December 29, 2022		5.000	3.037	4.018	Scope of Coverage: Monthly consolidated report of PENRO MOVs: accomplishment report submitted and received by RO PMD-MES Dimensions to Measure: Quality & Timeliness
	FY 2023 Annual Work and Financial Plan based on 2023 Planning Guidelines submitted to the Regional Executive Director thru the Planning and Management Division on September 30, 2022	9,000	PENR Officer Chief, Technical Services Division - All Sections - NGP Coordinator/Focal Chief, Management Services Division - Planning Section - All Section Chiefs Protected Area Management Office	FY 2023 Annual Work and Financial Plan based on 2023 Planning Guidelines submitted to the Regional Executive Director thru the Planning and Management Division on September 30, 2022		5.000	3.000	4.000	Scope of Coverage: FY 2023 MOVs: Endorsement of WFP with acknowledgement of RO PPS Dimensions to Measure: Quality & Timeliness Remarks: Encoded through the google drive of PPS-PMD RO and emailed on September 30, 2022
	FY 2023 Revised Work and Financial Plans based on comments submitted to RO-PMD 3 days upon receipt		PENR Officer Chief, Technical Services Division - All Sections - NGP Coordinator/Focal Chief, Management Services Division - Planning Section - All Section Chiefs Protected Area Management Office	FY 2023 Revised Work and Financial Plans based on comments submitted to RO-PMD within 3 days upon receipt		5.000	3.000	4.000	All offices should submit the revised WFP based on comments of PPD 5 days upon receipt of the comments Scope of Coverage: Memo for comments (hard copy provided) and the number of days submitted the revised WFP by the offices concerned MOVs: received copy (electronic or hardcopy) of revised wfp submission Dimensions to Measure: Quality & Timeliness Remarks: Submitted on October 21, 2022
NATURAL RESOURCES ENFORCEMENT AND REGULATORY PROGRAM									
Collection of Revenues	181,000 revenues collected and deposited to BTr with monthly report of collection every 5th day of the following month 50,000.00 - Foreshore related Revenue 50,000.00 - Lands related Revenue 60,000.00 - Wildlife Permits Revenue 21,000.00 - PAMO Ecotourism (IPAF)		PENR Officer Chief, Technical Services Division - Regulation and Permitting Section - Monitoring and Enforcement Section Protected Area Management Office Chief, Management Services Division - Administrative Section - Cashiering Unit	190,897.59 revenues collected and deposited to BTr with monthly report of collection submitted on the following dates: July - July 27, 2022 August - September 12, 2022 September - September 30, 2022 October - December 7, 2022 November - December 7, 2022 December - December 29, 2022	3.424	5.000	3.506	3.977	Scope of Coverage: Lands-Foreshore, patrimonial and Gov't properties. PA-Issuance of Wildlife permits, income generated through visitor entrance. FMB-forest revenue collected with official receipt covering all corporate tenures (IFMA, SIFMA, FLGMA, FLAG, FLAGT) MOVs: Monthly report of collection, deposit slip Dimensions to Measure: Quantity & Timeliness
OTHER CROSS CUTTING INDICATORS									
Ease of transaction of Critical external and internal services	100% of external clients served within the standards set in the Citizen's Charter submitted by end of December, 2022		PENR Officer Chief, Technical Services Division Chief, Management Services Division	100% of external clients served within the standards set in the Citizen's Charter with report submitted to RO on December 22, 2022		5.000	5.000	5.000	Timeliness will be measured on the processing of the Citizen's Charter (CC) Scope of Coverage: External services; CY 2022 transactions MOVs: Properly filled-up streamlining monitoring forms, Form A and A1 Dimensions to Measure: Quality & Timeliness

PIA/PS	Performance Indicator (Target + Measures)	Allotted Budget	Division/Individual Accountable	Actual Accomplishment	RATING				Remarks
					Q1	E2	T3	A4	
	50% of current year's audit observations and recommendations fully implemented as shown in CAAR Observation and Recommendations (Part II) on December 1, 2022 with report submitted to RO		PENR Officer Chief, Management Services Division - Finance Section	60% of current year's audit observations and recommendations fully implemented as shown in CAAR Observation and Recommendations (Part II) on October 7, 2022 with report submitted to RO	4.354		5.000	4.677	Scope of Coverage: 2021 CAAR based on the date of issuance by COA MOVs: Agency Action Plan Status of Implementation (AAPSII) submitted to RO - FD Dimensions to Measure: Quantity & Timeliness Remarks: 3 out of 5 Audit Observation were fully implemented as of October 7, 2022 Memo from CO re Updating of the Compliance with the COA CY 2021 CAAR Observation and Recommendations received on October 3, 2022 Updated in the Google Sheet of CO on October 7, 2022 and submitted to RO-FD on November 3, 2022 via email
Compliance to PhilGEPS Conditions	100% compliance to PhilGEPS conditions complied by January 31, 2023		PENR Officer Chief, Management Services Division - Administrative Section - Procurement Unit - PBAC	100% compliance to PhilGEPS conditions complied by January 12, 2023		5.000	5.000	5.000	Scope of Coverage: 1 Jan. 2022- 31 Dec. 2022 MOVs: PhilGEPS Generated PBB Report at https://data.philgeps.gov.ph or proof of submitted justification to ao25secretariat@dap.edu.ph Copy furnished Regional Office Dimensions to Measure: Quality & Timeliness
Conduct of Early Procurement Activity (EPA)	50% of the total value of eligible projects conducted from the submission of NEP to Congress and with approved Indicative APP submitted before January 31, 2023		PENR Officer Chief, Management Services Division - Administrative Section Chief, Technical Services Division PENRO BAC	50% of the total value of eligible projects conducted from the submission of NEP to Congress and with approved Indicative APP submitted to GPPB and RO on January 17, 2023		5.000	5.000	5.000	Early Procurement as per PBB 2021 Guidelines subject to issuance of PBB Guidelines Scope of Coverage: CY 2023 MOVs: Submitted Certificate to GPBB with acknowledgement from GPBB Dimensions to Measure: Quality & Timeliness Remarks: EPA should be conducted in FY 2022
Posting of FY 2023 APP-NonCSE in the Agency Transparency Page	100% of Indicative FY 2023 APP-NonCSE in the Agency's Transparency Seal webpage posted on 20 September 2022	5,000	PENR Officer Chief, Management Services Division - Administrative Section - GSU/Procurement Unit	100% of Indicative FY 2023 APP-NonCSE in the Agency's Transparency Seal webpage posted on 30 September 2022		5.000	2.330	3.665	Scope of Coverage: 2023 MOVs: Printed copy/screenshot of proof of posting of Indicative FY 2023 in the Transparency Seal Dimensions to Measure: Quality and Timeliness
Submission of Annual Procurement Plan - Common Use supplies and equipment (APP CSE) to DBM-PS through PHILGEPS Virtual Store	100% of Annual Procurement Plan-Common Use and equipment (APP-CSE) submitted to DBM-PS through PhilGEPS Virtual Store on the prescribed format based on DBM Circular Letter 2013-14 dated November 29, 2013 on the prescribed period set by DBM-PS (September 30, 2022)		PENR Officer Chief, Management Services Division - Administrative Section - GSU/Procurement Unit	100% of Annual Procurement Plan-Common Use and equipment (APP-CSE) submitted to DBM-PS through PhilGEPS Virtual Store on the prescribed format based on DBM Circular Letter 2013-14 dated November 29, 2013 on the prescribed period set by DBM-PS on September 29, 2022		5.000	3.283	4.1415	Copy furnished RO Scope of Coverage: CY 2023 MOVs: http://ps=philgeps.gov.ph/home/index.php/agency-relations/app-cse-2022 - submission list of agencies with successful 2022 APP-CSE submission on the Virtual Store Dimensions to Measure: Quality & Timeliness
Implementation of Good Governance Conditions	100% Certification of Leave Credits issued to all employees 7 working days after each semester		PENR Officer Chief, Management Services Division - Administrative Section - Personnel Unit	100% Certification of Leave Credits issued to all employees 5 working days after each semester		5.000	5.000	5.000	Scope of Coverage: All leave credits certificate issued to all employees each semester MOVs: Leave Credits Certification Dimensions to Measure: Quality & Timeliness
	One (1) Learning and Development intervention per employee on 31 December 2022		PENR Officer Chief, Management Services Division Chief, Technical Services Division All Regular Employees	One (1) Learning and Development intervention per employee on 31 December 2022	3.665		5.000	4.333	Scope of Coverage: FY 2022 L & D intervention MOVs: TDD database, Regional HRD database, Coaching Plan and Coaching Form Dimensions to Measure: Quantity & Timeliness
Actions on Documents/Requests	100% documents acted upon with partial minor revision need 7 working days for simple documents and 15 working days for complex documents upon receipt	10,000	PENR Officer Chief, Management Services Division Chief, Technical Services Division All Employees	100% documents acted upon with partial minor revision need 7 working days for simple documents and 15 working days for complex documents upon receipt		4.000	5.000	4.500	For services enrolled in the Citizens Charter, timeline provided in the RA 11032 (EODB) shall be followed Scope of Coverage: 100% of the received documents MOVs: Based on Document Tracking System, Logbook, Based on WFP as simple or complex documents Dimensions to Measure: Quality & Timeliness
SUPPORT TO OPERATIONS									
Data Management including Information Systems Development and Maintenance	100% Maintained functional databases and Information Systems with reports submitted to RO 5 days after the end of each quarter	100,000	PENR Officer Chief, Management Services Division - Planning Section - ICT Unit	100% maintained functional databases and information systems with reports submitted to Regional Office on the following dates: 3rd Quarter - October 03, 2022 4th Quarter - January 04, 2023		5.000	3.106	4.053	Scope of Coverage: All Information Systems developed MOVs: Quarterly reports submitted to RO Dimensions to Measure: Quality & Timeliness
	1 Network Infrastructure maintained with 85% uptime with report submitted every 5th days of the following month		PENR Officer Chief, Management Services Division - Planning Section - ICT Unit	1 Network Infrastructure maintained with 85% uptime with report submitted every 5th days of the following month July 1, 2022 - August 1, 2022 (August 1, 2022) August 1, 2022 - September 1, 2022 (September 1, 2022) September 1, 2022 - October 1, 2022 (October 3, 2022) October 1, 2022 - November 1, 2022 (November 3, 2022) November 1, 2022 - December 1, 2022 (December 5, 2022) December 1, 2022 - January 1, 2023 (January 03, 2023)		5.000	3.495	4.248	Scope of Coverage: Regional Offices to PENRO MOVs: Submitted Report generated by RO Dimensions to Measure: Quality & Timeliness
						5.000	3.849	4.425	
						5.000	3.849	4.425	
						5.000	3.424	4.212	
						5.000	3.424	4.212	
						5.000	3.000	4.000	
						5.000	3.424	4.212	

PIA/PS	Performance Indicator (Target + Measures)	Allotted Budget	Division/Individual Accountable	Actual Accomplishment	RATING				Remarks
					Q1	E2	T3	A4	
Other Activities from WFP									
General Management and Supervision									
1. Personnel Management									
Review and Processing of emoluments and other personnel	20 Salary payrolls/vouchers reviewed and processed per payroll on a monthly basis four (4) days after 15th and 30th day	12,000	PENR Officer Chief, Management Services Division - Administrative Section - Finance Section	28 Salary payrolls/vouchers reviewed and processed per payroll on the 15th and 30th of the month	5.000	5.000	4.849	4.950	
Evaluation of Personnel Performance	60 IPCR with rating submitted to Personnel Section Admin. Division - RO with matrix of those who submitted and did not submit - August 30, 2022 - 1st Sem 2022 (Jan - July)	23,000	PENR Officer Chief, Management Services Division - Administrative Section - Personnel Unit	59 IPCR with rating submitted to Personnel Section Admin. Division - RO with matrix of those who submitted and did not submit - August 26, 2022 - 1st Sem 2022 (Jan - July)		5.000	4.000	4.500	
2. General Services Administration									
A. Property Management									
Maintenance and repair of properties	100% Vehicles maintained and repaired by end of December, 2022		PENR Officer Chief, Management Services Division - Administrative Section - GSU/Procurement Unit	100% Vehicles maintained and repaired by end of December, 2022		5.000	5.000	5.000	
	100% Office equipment maintained and repaired including furnitures and fixtures by end of December, 2022	8,000	PENR Officer Chief, Management Services Division - Administrative Section - GSU/Procurement Unit	100% Office equipment maintained and repaired including furnitures and fixtures by end of December, 2022		5.000	5.000	5.000	
	100% Office building maintained and repaired by end of December, 2022	120,000	PENR Officer Chief, Management Services Division - Administrative Section - GSU/Procurement Unit	100% Office building maintained and repaired by end of December, 2022		5.000	5.000	5.000	
Disposal of government property, plant and equipment	1 PENRO Disposal Committee and Appraisal Committee Meeting conducted with Report submitted before end of the 3rd quarter	7,000	PENR Officer Chief, Management Services Division - Administrative Section - GSU/Procurement Unit	2 PENRO Disposal Committee and Appraisal Committee Meetings conducted with reports submitted on the following dates: 1st meeting - September 19, 2022 2nd meeting - September 22, 2022	5.000	5.000	5.000	5.000	
3. Procurement Services Administration									
c. Procurement Monitoring	1 Procurement Monitoring Report (PRM) prepared and submitted on the July 14, 2022 for the 1st Semester 2022		PENR Officer Chief, Management Services Division - Administrative Section - GSU/Procurement Unit	1 Procurement Monitoring Report (PRM) prepared and submitted on the July 14, 2022 for the 1st Semester 2022		5.000	3.000	4.000	
C. Finance Services									
1. Accounting									
d. Submission of reports	12 Financial Statements submitted to RO by end of December, 2022 - submitted every 10th of the ensuing quarter	5,000	PENR Officer Chief, Management Services Division - Finance Section	12 Financial Statements submitted to RO on the following dates: 3rd Quarter - October 2, 2022 4th Quarter - January 11, 2023		5.000	3.838	4.419	
2. Budgeting						5.000	4.707	4.854	
a. Budget Preparation	Prepared and encoded FY 2023 BED Form 1 to DBM URS by November 2022		PENR Officer Chief, Management Services Division - Finance Section	Prepared and encoded FY 2023 BED Form 1 to DBM URS on November 04, 2022		5.000	5.000	5.000	
Data Management including Systems Development and Maintenance									
2. Management and maintenance of ICT equipment, safety and security systems, Local Area Network, VOIP, Internet connectivity and other ICT resources and other ICT resources and facilities	1 ENR Statistical Profile published by end of October, 2022		PENR Officer Chief, Management Services Division - Planning Section - ICT Unit	1 ENR Statistical Profile published by November 3, 2022		5.000	2.825	3.913	
Production and Dissemination of Technical and Popular Materials in the Conservation and Development of Natural Resources and Environmental Education including an Encyclopedia on Biodiversity									
Formulation and Monitoring of ENR Sector Policies, Plans, Programs and Projects									
2. Monitor and evaluate implementation of ENR programs and projects including compliance with ENR policies and agreements									

PIA/Ps	Performance Indicator (Target + Measures)	Allotted Budget	Division/Individual Accountable	Actual Accomplishment	RATING				Remarks
					Q1	E2	T3	A4	
d. Consolidation of annual accomplishment report	1 Consolidated annual reports prepared and submitted to PMD by December 31, 2022	19,000	PENR Officer Chief, Technical Services Division - All Sections - NGP Coordinator/Focal Chief, Management Services Division - Planning Section - All Section Chiefs Protected Area Management Office	1 Consolidated annual reports prepared and submitted to PMD on December 31, 2022		5.000	3.000	4.000	
CATEGORY					Rating				
Total Overall Rating					4.407	4.952	4.052	4.452	
Final Average Rating					4.452				
Adjectival Rating					VERY SATISFACTORY				
Assessed by:				Final Rating:					
 IMELDA M. DIAZ OIC-PENR Officer	Date:	Reviewed by:	Date:						
		DONNA MAYOR-GORDOVE, CESO IV Assistant Regional Director for Management Services		LORMELYN E. CLAUDIO, CESO IV Regional Executive Director DENR MIMAROPA Region					
		Performance Management Team (PMT) DENR MIMAROPA Region							