


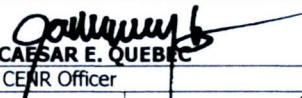
**B. Individual Performance Commitment and Review Form**

**INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM**

I, Larry E. Herilla, of DENR CENRO Roxas, Oriental Mindoro, Conservation and Development Section, commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **January to December 2023**.

LARRY E. HERILLA  
Ratee

Date: **APR 25 2023**

| <b>Reviewed by:</b>   | <b>Date:</b>  | <b>Approved by:</b>  | <b>Date:</b>       |         |            |         |         |
|---|---|--|--------------------|---------|------------|---------|---------|
| <br><b>JOSE T. MONTECALVO</b><br>Chief, Conservation and Development Section | <b>APR 26 2023</b>  | <br><b>ENGR. CAESAR E. QUEBEC</b><br>CEMR Officer | <b>APR 26 2023</b> |         |            |         |         |
| P/A/Ps  | Performance Indicators<br>(targets+measures)  | Actual Accomplishments   | Rating             |         |            |         | Remarks |
|   |   |  | Quantity           | Quality | Timeliness | Average |         |
| <b>GENERAL ADMINISTRATION AND SUPPORT SERVICE</b>   |   |  |                    |         |            |         |         |
| Submission of Statement of Assets and Liabilities and Network (SALN)  | One (1) Statement of Assets, Liabilities and Network (SALN) based on Section 8 of RA 6713 prepared and submitted to In-charge, Administrative Unit on January 9, 2023                           |  |                    |         |            |         |         |
| Evaluation of Personnel Performance   | One (1) IPCR (Commitment) based on approved SPMS guidelines prepared and submitted to In-charge, Administrative Unit on April 30, 2023  |  |                    |         |            |         |         |
|   | Two (2) IPCR with rating prepared and submitted to In-charge, Administrative Unit   |  |                    |         |            |         |         |
|   | 1 - IPCR with rating (July to December 2022) submitted on February 10, 2023   |  |                    |         |            |         |         |
|   | 2 - IPCR with rating (January to June 2023) submitted on July 15, 2023  |  |                    |         |            |         |         |
| Actions on Documents/ Requests  | 100% of documents acted upon with partial/ minor revision need 7 working days for simple documents and 15 days for complex documents upon receipt   |  |                    |         |            |         |         |
| Attendance to Meetings/ Workshops/ Conference   | 100% of meetings/ workshops/ conference attended with report submitted 7 working days after attendance in local (inter- agency) and 30 working days in foreign meetings/ workshops/ conferences |  |                    |         |            |         |         |
| <b>NATURAL RESOURCES ENFORCEMENT AND REGULATORY PROGRAM</b>   |   |  |                    |         |            |         |         |
| Community-based Forest Management Agreement   | <b>1st Semester</b> - Three (3) CBFMA monitored and assessed with prepared GIS generated map submitted to Chief, CBFM 7 days after completion.  |  |                    |         |            |         |         |
|   | <b>2nd Semester</b> - One (1) CBFMA monitored and assessed with prepared GIS generated map submitted to Chief, CBFM 7 days after completion.  |  |                    |         |            |         |         |
| Performance Evaluation of Expiring Community-based Forest Management Agreement  | 100% GIS generated map of the original CBFMA covered area showing all developmental projects by the CBFM holder submitted to Unit Chief, CBFM on September 10, 2023                             |  |                    |         |            |         |         |

| P/A/Ps  | Performance Indicators<br>(targets+measures)  | Actual Accomplishments   | Rating       |   |              |         | Remarks |
|---|---|--|--------------|---|--------------|---------|---------|
|   |   |  | Quantity     | Quality                                       | Timeliness   | Average |         |
| Performance Evaluation of CSCs outside CBFMA (devolved CSCs) including expired and expiring CBFMA | <b>1st Semester</b> - 12 CSC evaluated and assessed with report prepared and submitted to Chief, CBFM Unit per prescribed format indicating categorical recommendation (renewal/ cancellation/ for re-evaluation) on June 15, 2023      |  |              |   |              |         |         |
|   | <b>2nd Semester</b> - 18 CSC evaluated and assessed with report prepared and submitted to Chief, CBFM Unit per prescribed format indicating categorical recommendation (renewal/ cancellation/ for re-evaluation) on September 15, 2023 |  |              |   |              |         |         |
| Issuance of cutting/harvesting permits and WPP  | 100% field inventory conducted as per request of tree cutting/harvesting permits and WPP with reports prepared and submitted to Chief, RPS 2 days after the conduct of the inventory  |  |              |   |              |         |         |
| <b>NATURAL RESOURCES CONSERVATION AND DEVELOPMENT PROGRAM</b>                                     |   |  |              |   |              |         |         |
| Site Assessment, Surveying, Mapping & Planning  | 100% Preparation of Preliminary GIS generated maps as one of the component of SASMP on February 10, 2023  |  |              |   |              |         |         |
| Inspection of contractor's accomplishment for billing purposes                                    | 100% Inspected and Validated ENGP Maintenance and Protection accomplishment at Brgy. Milagrosa and San Isidro, Bulalacao 10 days after request for inspection   |  |              |   |              |         |         |
| Protected Area Establishment, Modification of Boundary  | 100% GIS generated map of Protected Area Establishment submitted to Chief, PACMU by mid of September 2023   |  |              |   |              |         |         |
| <b>ADAPTIVE CAPACITIES</b>  |   |  |              |   |              |         |         |
| Watershed Characterization and Vulnerability Assessment   | 100% GIS generated map of Watershed Characterization and Vulnerability Assessment of Baroc River Submitted to Unit Chief, SCWMU by mid of November 2023   |  |              |   |              |         |         |
| <b>Total Overall Rating</b>   |   |  |              |   |              |         |         |
| <b>Final Average Rating</b>   |   |  |              |   |              |         |         |
| <b>Adjectival Rating</b>  |   |  |              |   |              |         |         |
| <b>Comments and Recommendations for Development Purposes</b>                                      |   |  |              |   |              |         |         |
| <b>Discussed with:</b>  | <b>Date:</b>  | <b>Assessed by:</b>  | <b>Date:</b> | <b>Final Rating:</b>                          | <b>Date:</b> |         |         |
| <b>LARRY E. HERILLA</b><br>Forest Technician I  |   | I certify that I discussed my assessment of the performance with the employee. |              | <b>ENGR. CAESAR E. QUEBEC</b><br>CENR Officer |              |         |         |
|   |   | <b>JOSE T. MONTECALVO</b><br>Chief, Conservation and Development Section       |              |   |              |         |         |