

	Major Final Output/Program Activity Plan	Success Indicator (Target & Measures)	Allocated Budget	Individuals Accountable	Section/Actual Accomplishment	RA	
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II	DELIVERY OF PUBLIC SERVICE A. INCOME GENERATION B. CUSTOMER SATISFACTION	Increase of collection by 80% Reduction of Non-Revenue Water 95% of the consumers with positive feedback and 5% negative feedback		Commercial Section Commercial Section	85% were collected from water bills 20/25% of Non-Revenue Water 98% of the consumers are satisfied		
III	MAINTENANCE OF PUMPING FACILITIES AND EQUIPMENT 1) Readiness and availability of pumping facilities and equipment to facilitate the immediate retrieval/repair of the district's pumping property 2) Strict implementation of policies re: maintenance activities.	Upgrading of pumping facilities and equipment strict observance of approved policies regarding maintenance		Technical and Production Section Technical and Production Section	Increase in water production and low maintenance needed. Maintenance free		
IV	RESPONSIVE AND EMPOWERED HUMAN RESOURCE MANAGEMENT 1) Recruitment, Selection & Hiring of Personnel a. Appoint qualified applicants b. Contract highly skilled & specialized manpower	100% Validated appointment		Board of Director / General Manager / PSB	Quality Service Good performance		

	2) Adherence to and implementation of CSC, COA, DPWH, DOH, DBM, LWUA, Circulars, Issuances, programs and other line agencies	All Memo and Circulars coming from the different line agencies are implemented		Management			
V	STRENGTHEN EXTERNAL LINKAGES 1) To implement and act accordingly on matters regarding problems with government agencies like GSIS, PAG-IBIG, Philhealth, COA, BIR, CAVAWAD, PWWA & PAWD.	Prepare and maintain a systematic record of employees Provide timely, complete and accurate information on the retirement package & benefits		Management	On time preparation of benefits that resulted to a happy, progressive productive & meaningful retirement.		

Major Final Output/Program Activity Plan	Success Indicator (Target & Measures)	Allocated Budget	Individuals Accountable	Section/Actual Accomplishment	RATI	
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CORE FUNCTION:						
1) Introduces management concerns which need board approval	Serve as guide and basis in the implementation of the programs & activities that resulted in the improvement of the system. 2 regular meetings every month		General Manager	Adherence to approved policies/rules & regulations of the District		
2) Implementation of approved policies, rules and regulation within the organization.	95 % implemented		General Manager	95 % implemented		
3) Responsible for the implementation of the long range plans and programs of the district	85% implemented		General Manager and Division Chiefs	Sustainability of the District operation		
4) Oversee the activities of all personnel and evaluate their performance	semi-annual evaluation		General Manager and Division Chiefs	Effectiveness & Efficiency of personnel		
5) Close monitoring of financial transactions.	100% of approved budget		General Manager	100% monitored financial transactions		
SUPPORT FUNCTION:						
1) Development of CWD personnel by sending them to trainings & seminars	Competency of personnel		General Manager and HRMO Designate	Competent workforce		
2) Supervision and inspection of on-going projects and existing water supply, among others	Personnel accountability		General Manager / Technical and Production Section Chief	Awareness of accountabilities of		
3) Monitors program and activities on marketing strategies and revenue sourcing	Expected increase in collection efficiency		General Manager and Chief of Commercial Section	Increase in collection efficiency		

OFFICE PERFORMANCE COMMITMENT AND REVIEW FORM

ETA S. TUPAZ, General Manager of the Cabagan Water District, Cabagan, Isabela commit to deliver and agree to be rated on the targets accordance with the indicated measures for the period January-December 2015 onwards.

Approved: _____

Date: January 9, 2015


J. ANTONIO
Chairman


ENGR. OLIVER U. MASIGAN
V-Chairman


RODOLFO G. TAGUINOD
Member


EDITHA R. BANGUILAN
Member


LELITA T. RAMO
Member

Major Final Output/Program Activity Plan	Success Indicator (Target & Measures)	Allocated Budget	Individuals Accountable	Section/Actual Accomplishment	RATING			
					Q	E	T	
MAINTAIN SUFFICIENT POTABLE WATER SUPPLY								
Strict supervision and monitoring of water production, power and fuel consumption	24/7 pumping hours of 3 Pumping Stations out of 4 Pumping Stations 98% of consumers are satisfied for the 24 hours supply of potable water.		Technical/ Production Section	98% of the consumers are satisfied				
Availability of pumping facilities and equipment and maintenance activities	4 pumping stations are in operation and there is continuous upgrading of its facilities		Technical/ Production Section	Water level of all P.S. is not a problem Bacti results are consistently good Use of treatments are strictly observed				