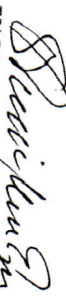


## OFFICE PERFORMANCE COMMITMENT AND REVIEW FORM


I, **DORIS M. MALAYAO**, General Manager of the Cabagan Water District, Cabagan, Isabela commit to deliver and agree to be rated on the targets in accordance with the indicated measures for the period January-December 2016.

  
**ESTEVZ. ANTONIO**  
 Chairman

  
**ENGR. OLIVER U. MASIGAN**  
 Vice-Chairman

  
**RODOLFO G. TAGUINOD**  
 Member

  
**EDITHA R. BANGUILAN**  
 Member

  
**LEITA T. RAMOS**  
 Member

Major Final Output/Program Activity Plan	Success Indicator (Target & Measures)	Allocated Budget	Individuals Accountable	Section/Actual Accomplishment	RATING				Remarks
					Q	E	T	A	
<b>I</b> <b>SUSTAIN SUFFICIENT POTABLE WATER SUPPLY</b>  1) Enhance financial profitability, cost control and collection performance  2) Revenue Growth/Sales Enhancement	% of improvement ratings in the District's financial performance  a. Operation Ratio <0.75 b. Net Income Ratio >2.0 c. On-Time Payment (Current) - 60% d. Collection Efficiency - 88% e. Collection Ratio YTD - 81%  % of increase in sales revenues based on the prior year's performance. a. Acquired 250 new service connections b. Service expansion of at least 5 waterless areas at the end of the year		Administrative and Commercial Division  Technical and Commercial Division	Sustainable water district's operations  Operation & financial efficiency/productivity improved  Organizational growth					

II	Major Final Output/Program Activity Plan	Success Indicator (Target & Measures)	Allocated Budget	Individuals Accountable	Section/Actual Accomplishment	RATING				Remarks
						Q	E	T	A	
	<b>DELIVERY OF PUBLIC SERVICE</b>									
	1. Excellent Service Delivery	Delivery of high quality services to meet customer needs through 24/7 pumping schedule.		Production Division	24/7 delivery of safe, potable and affordable water for every household.					
	2. Improvement in business functionality and cost efficiency	Reduction of Non Revenue Water Rated production efficiency maintenance		Technical and production Division	Improved Revenue Water to at least 80% level.					



Major Final Output/Program Activity Plan	Success Indicator (Target & Measures)	Allocated Budget	Individuals Accountable	Section/Actual Accomplishment	RATING				Rema
					Q	E	T	A	
<b>IV RESPONSIVE AND EMPOWERED HUMAN RESOURCE MANAGEMENT</b>  1. Improved Personnel Mechanism           2. Gender and Development Program           3. Strengthen external linkages	Number of completed applied Human Resource services and programs.    a. PRAISE b. MPP c. Grievance Machinery d. HR Plan e. Approved SPMS f. Succession Plan & Policy   a. Number of activities conducted for Women, Men and Children b. Number of attendance to trainings and seminars of employees.   Adherence to and implementation of CSC, COA, DPWH, DOH, DBM, LWUA, PAWD circulars, issuances, programs and other line agencies.		HRMO and Administrative Division   HRMO and Administrative Division   Management/Administrative Division	Strengthening merit and rewards system  Service Excellence  Human Resources Empowered/developed      Highly motivated workforce    Updated and properly implemented memo circulars.					